Sydney WATER

Job Profile

Growth Intelligence Specialist

Group: Water and Environment Services

Job Summary

To be completed by People and Culture team			
Job Family	Business and Product Development	**Career Stage**	D
Job Function	New Business Development	**Career Stream**	Professional
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	EA	**Last Modified Date**	11/07/2024
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	**Team Size**	
People Leader	No	**Indirect Team Size**	

Who we are.

At Sydney Water, we exist for our customers. We're more than 3,500 people working together, striving to do more and be better—better for the environment, our customers, our people, and our water. Our people are passionate about working together, and driving agility, accountability, innovation, sustainability, and exceptional customer experiences.

Sydney Water is the main provider of water, wastewater, recycled water, and stormwater services in Greater Sydney. Our employees are dedicated to our customers, ensuring services are reliable and affordable, we are proactive and easy to engage with, forward-thinking, and environmentally focused.

Working with us means helping to provide essential services, safeguarding Sydney's future with a sustainable water supply, and protecting our iconic waterways. Our strategy guides our journey to enhance customer outcomes and continue delivering robust services to our city into the future.

Job Purpose

To support the delivery of high quality, integrated growth servicing planning by collating and validating growth data, conducting analysis and producing growth forecasts and intelligence in order to inform strategic decision making.

Accountabilities

Job Specific	• Undertake detailed analysis to produce growth forecasts and market intelligence for Sydney Water planning and investment decisions. • Monitor external trends in population, demographics, urban form, growth and economic development and their impact on growth planning. • Analyse and interpret data from a range of sources including planning proposals, development applications, market intelligence, land use rezoning and government strategies and plans, to produce useful intelligence. • Work closely with the Developer Partnerships team as a key source of intelligence from major developers and councils and establish collaborative relationships with account managers and project managers. • Research online resource to identify expected growth (or changes to expected growth) which has not yet been highlighted to Sydney Water. • Update expected staging, quantity and progress of development as new intelligence comes to light, capturing expected growth and demand for more accurate and precise intelligence produced. • Prepare geographical overlays of expected growth to provide a common platform for planning decisions. • Provide input to forecast of capital & operating investment for infrastructure to service growth. • Participate in developer, council and stakeholder engagement on urban water management to promote Sydney Water's strategic direction on liveability, affordability and resilience for customers and communities in line with strategy. • Understand Sydney Water's corporate strategy and demonstrate Sydney Water values and behaviours in order to contribute to a positive and productive working environment. • Demonstrate commitment to the Growth and Development vision and objectives and understand your contribution to achieve these. • Participate in team development, planning and co-ordination activities to enable the team to work effectively together. • Maximise opportunities for coaching, training and professional development to continually develop your skills and capabilities. • Exercise astute judgement in managing confidential and sensitive information that has the potential to impact on organisational performance and reputation.

Role Requirements

Education / Qualifications

Required	• Relevant tertiary qualification (e.g. urban planning, environmental science, engineering, geography or related discipline) or experience deemed equivalent.
Desired	•

Certifications / Licences

Required	•
Desired	•

Experience

Required	•
Desired	• Sound knowledge of growth intelligence, urban planning, integrated urban water management, water sensitive cities and development servicing. • Experience in the preparation of graphical presentations using databases, statistical analysis, spreadsheets, word processing and geographic information software. • Good written and verbal communications skills, including the ability to deal tactfully and effectively with internal and external stakeholders. • Demonstrated ability to build trust, strategically influence and communicate effectively to a variety of stakeholders. • High attention to detail and analytical rigour to ensure accuracy of data and robust analysis. • Awareness of the emerging challenges faced by our cities and communities. • Ability to think strategically and creatively problem solve. • Proven ability as a self-starter. • Professional integrity and a high degree of personal resilience.

Sydney WATER

Capabilities and Skills

The capability and skill requirements for this role are identified in the skills profile listed below. This is comprised of Enterprise Capabilities, that are essential for all roles and functional skills, which are specific to each role.

Enterprise Capabilities (C-E)	
Capability	**Descriptor**
Accountability	Ensures that own actions and those of others are focused on achieving goals and owning the outcome, in a safe, inclusive collaborative way.
Agility	Adapts readily to change and encourages alternative views by using a range of interpersonal communication skills. Develops and coach's others while being aware of impact on others.
Innovation	Develops innovative outcomes to solve problems in ways that are not immediately evident and encourages new ideas and thinking in others.

Functional Skills			
Skill	**Priority**	**Essential or Desirable**	**Proficiency level**
Geospatial Analysis	1	Essential	Advanced
Statistical Analysis	2	Essential	Intermediate
Stakeholder Management	3	Essential	Advanced
Urban Planning	4	Essential	Intermediate
Detail Oriented	5	Essential	Intermediate
Report Writing	6	Essential	Intermediate
Presentations	7	Essential	Intermediate
Troubleshooting (Problem Solving)	8	Desirable	Intermediate
Stakeholder Communications	9	Desirable	Intermediate
Training and Development	10	Desirable	Intermediate

Proficiency Level Descriptors

Developing - Building practical experience, needs continued coaching.

Intermediate - Independent execution, minimal guidance**.**

Advanced - Fully independent execution, coaches' others.

Mastery - Strategic, sought as expert internally and externally.

Additional notes

Sydney Water takes the safe provision of its services to the public and the protection of its information assets extremely seriously. As a Sydney Water employee, you are required to understand your obligations under the Acceptable Use of Information Technology Policy and how Sydney Water's Information Technology is to be used. You must also help keep your workplace secure by ensuring you do not enable non-authorised people access to sites, maintain the integrity of locked entries and exits, and where appropriate, alarms being engaged.

Sydney Water requires all users to embrace and adhere to all enterprise and protective security policies, awareness programs and frameworks for Sydney Water assets.