Sydney WATER

Job Profile

Principal Advisor Water & Public Health

Group: Water and Environment Services

Job Summary

To be completed by People and Culture team			
Job Family	Science & Environment	**Career Stage**	G
Job Function	Environmental Management, Public Health and Circular Economy	**Career Stream**	Leadership
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	**Last Modified Date**	22/10/2026
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	**Team Size**	3
People Leader	Yes	**Indirect Team Size**	3

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

The role provides enterprise strategic public health and water quality advice to ensure Sydney Water meets Public Health regulations and guidelines. The role leads the strategic engagement with NSW Health and provides strategic leadership, oversight and advice on critical public health science, research and regulation.

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Accountabilities

Job Specific	• Lead engagement with NSW Health to ensure Sydney Water meets Public Health regulations and guidelines, appropriately balancing costs and risks. • Manage the strategic public health relationship with NSW Health, including the MoU and Health Strategic Liaison Group. • Lead the development of strategic plans regarding critical water quality and public health issues. • Guide the design, development and implementation of mitigation measures to protect future strategic water quality and public health concerns, including plans, programs, frameworks and processes, coordinating enterprise-wide input. • Proactively manage the Enterprise Public Health risk, working collaboratively with risk teams to ensure water quality and public health risk exposure is understood, managed and communicated. • Lead and deliver science scanning to inform strategic direction and provide advice to regulators. • Lead the identification of critical knowledge gaps requiring targeted research and lead the coordinated approach to research, guiding the development of a water and public health research program. • Provide strategic and technical advice on research, working collaboratively with strategy and communications teams to position the organisation and manage the handover process to internal sponsors and stakeholders. Coordinate the scientific peer review process, as required. • Lead the briefing of senior management, Executive and Board on critical public health science, emerging risks, regulatory developments including international, national and state-based health guidelines and international health research outcomes. • Provide strategic advice on the changes to regulatory frameworks and guide implementation within Sydney Water, aligning with industry bodies, government agencies and the national/international water industry. • Represent Sydney Water in public, business and regulatory forums and provide strategic advice to stakeholders and customers on the integrity of Sydney Water's management of public health. • Lead approaches to improve Sydney Water’s network of external experts to advise on scientific / policy positions and provide public comment as required. • Provide strategic and technical advice to planning, regulatory, operational, media and communications business areas, including supporting public health incident management and communication as required

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Role Requirements

Education / Qualifications

Required	• Post graduate qualifications in relevant field, such as microbiology, public health and qualitative risk assessment
Desired	•

Certifications / Licences

Required	•
Desired	•

Experience

Required	• Minimum 10 years' experience in managing water quality and/or public health science • Minimum 5 years' deep dive experience in water quality health issues and policy • Extensive technical expertise in managing health risk assessments, risk mitigation and communication • Experience managing complex multi-disciplinary projects • Experience in translating strategy to policy and program activities to address knowledge gaps • Detailed knowledge of relevant water and public health legislation and policy • Experience collaborating with public health academics ranging from Universities, Specialists, Government and industry professionals • Experience in networking • Contract definition and management expertise • Experience briefing media (electronic and print) on critical public health issues • Demonstrated ability forming and developing public health policy in relation to potable, recycled and wastewater products • Demonstrated ability in managing water quality and/or public health science • High level of leadership and interpersonal skill • Ability to negotiate and communicate at Board, Executive, managerial level, stakeholders and regulators both internally and externally • Strong relationship, stakeholder engagement and conflict management skills • High level of problem-solving skills with the ability to rationalise identify, evaluate risks, and develop alternate options • Ability to work as part of a team in a changing and challenging environment • Ability to manage competing priorities and prioritise deliverables • Expert knowledge in public health risk assessments and knowledge • Superior written and verbal communication skills

	• Experience in delivering end to end solutions • Experience business acumen and contract management
Desired	• Industry connections through being a member of relevant organisations and academia such as the Australian / American Societies for Microbiology and relevant Universities

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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 (F-H)	
Capability	**Descriptor**
Accountability	Sets direction and motivates others to hold themselves accountable for achieving goals. Leads by example, collaborates, and sets a high standard for accountability and commitment.
Agility	Creates team culture to encourage agile ways of thinking and working. Role models flexibility and adaptability in teams/business areas.
Innovation	Improves or adapts existing methods and processes to achieve greater value. Manages risks, is open to and shares lessons learnt with others.

Functional Skills

Skill	Priority	Essential or Desirable	Proficiency level
Water Quality	1	Essential	Advanced
Public Health	2	Essential	Intermediate
Risk Analysis	3	Essential	Intermediate
Regulatory Compliance	4	Essential	Intermediate
Project Management	5	Essential	Intermediate
Collaboration	6	Essential	Intermediate
Interpersonal Communications	7	Essential	Advanced
Strategic Thinking	8	Desirable	Intermediate
Stakeholder Management	9	Desirable	Intermediate
Primary Research	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.