Sydney WATER

Job Profile

Reliability Engineer

Group: Water and Environment Services

Job Summary

To be completed by People and Culture team			
Job Family	Engineering	**Career Stage**	D
Job Function	Generalist engineering	**Career Stream**	Professional
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	**Last Modified Date**	19/01/2024
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

Provide technical leadership for the management of Production assets, influencing the whole of life asset management needs to ensure they operate to the specified standard of reliability and availability and meet the ongoing asset management needs of the Production Hub.

Accountabilities

Job Specific	• Lead and support the Production Hub Manager and Delivery Team Leader (the "ROM' team) in the 5 Year Investment Planning process. • Lead the production of an annual Asset Plan for the Hub. • Ensure production of quality business cases for Hub work to meet agreed timeframes. • Ensure the integrity and value of asset related decisions for the Hub, including maintenance and renewal strategies, and ensure decision frameworks are adhered to. • Drive continuous improvement in asset management, especially in planned and corrective maintenance (including major periodic maintenance). • Review of asset criticality and asset condition with Hub teams and Process Engineers and develop strategies to mitigate asset risk for the Hub. • Ensure criticality and spares assessments are completed to mitigate risk • Review of asset condition and specialist asset condition assessments and ensure actions are implemented. • Develop and review asset maintenance strategies for Hub assets, including life cycle analysis • Support the review and continuous improvement of asset data quality & completeness for the Hub. • Support reliability and treatment process performance analysis. • Lead root cause analysis and problem solving for complex asset failures, and high cost/ frequent failure assets. Implement outcomes and share lessons learnt with relevant stakeholders in SWC. • Provide continuous improvement recommendations for asset maintenance strategies for Production and provide feedback to Reliability Manager, Senior RE's & LCS. • Identify, allocate and lead key Hub portfolio/program/project responsibilities. **Process** This position will ensure the application of the following processes, ensuring they are consistently applied across Hub's and identify opportunities for continuous improvement: Asset Renewals Planning process, • Maintenance process (end-to-end process management) • Major Periodic Maintenance Program • Decision frameworks related to asset management (e.g. Like-for-Like), Contribute to: • Maintenance Excellence standards, • Spares Management Process, • Operational Readiness standard, Corporate Maintenance & Asset Management Strategies. **Safety** • Identify, manage, and discuss safety hazards with Operations, Maintenance, on-site contractors and share lessons learnt with the Hub team and other Reliability Engineers. • Support product line compliance with Sydney Water's Health and Safety Management System, the safety for their own workplace and work activities, participation in health and safety training and activities, managing and reporting all identified hazards and ensuring their activities do not cause injury to others. • Accountable for the health, safety and wellness for self and other team members. • Demonstrate positive safety behaviours to achieve zero harm.

	• Demonstrate safety leadership and identify & rectify hazards. • Complete all mandatory training, participate in SIP scenarios as required. • Lead incident investigation and implement lessons learnt for asset related safety incidents. • Ensure safety plans are completed for all work on site. • Support the Production Manager in delivering any safety initiatives that will achieve zero harm. • Undertake roles as Site or Incident Controller, as required. • Reliability Engineers are subject matter experts in funding channels and will be the central point of contact for advice on funding safety hazard works. • Comply with Sydney Water's Health and Safety Management System, ensure the safety of their own workplace and work activities, participate in health and safety training and activities, report all identified hazards and ensure your activities do not cause injury to others. • Accountable for managing their activities to comply with environmental requirements and seek further information when required **Leadership** • Champion safety and wellness and understands safety accountabilities • Build and maintain strong relationships with Hub teams • Role model SW values and behaviours and participate in a constructive and supporting working environment • Contribute to a high performing team culture and commitment to the improvement of safety, customer, health and environmental outcomes • Manage and prioritise work to ensure appropriate management of Hub assets • Work independently to deliver day- to day Hub asset management tasks, escalate unresolved complex issues to Reliability Manager as required. • Prioritise own workload to achieve agreed business outcomes. • Coach and mentor Hub teams on asset management and engineering principles.

Role Requirements

Education / Qualifications

Required	• A university degree qualification in engineering (preferably mechanical, electrical or similar) and/or equivalent experience in operations, maintenance/renewals or treatment/quality aspects of water systems.
Desired	•

Certifications / Licences

Required	•
Desired	•

Experience

Required	• Minimum of 6 years' experience with complex asset management applicable to water/wastewater treatment or similar and/ or related engineering field. • Experience in measurement, analysis and evaluation of system performance and condition and the development of strategies and work programs to improve performance, reliability and condition. • Experience developing refurbishment/renewals work programs developed from 5-year plans. • Experience working with various internal and external service delivery partners to achieve common goals. • Advanced use of computerised asset management systems, preferably Maximo • Demonstrated experience preparing business case for asset renewals & major periodic maintenance. • Maximo or equivalent computerised maintenance management system (CMMS) experience. • Strong reliability centred maintenance, including production of risk-based maintenance strategies and use of reliability tools such as FMECA. • Strong knowledge of mechanical or electrical assets used within Production. • Strong written, verbal and interpersonal communication skills. • Strong problem-solving skills and lateral thinking. • Strong negotiation skills. • Ability to build and maintain strong working relationships with internal customers and stakeholders, managing and delivering on their expectations. • Proven ability to influence stakeholders to meet positive business outcomes. • Strong ability to foster an environment that encourages safety, innovation and organisation change.

	• Demonstrated experience leading root cause analysis and problem solving for asset failures, and high cost/frequent failure assets. Implement outcomes and share lessons learnt with relevant stakeholders. • Experience in developing, implementing and optimising asset maintenance strategies for complex assets
Desired	•

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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 (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**
Reliability Engineering	1	Essential	Intermediate
Reliability Centered Maintenance	2	Essential	Intermediate
Computerized Maintenance Management Systems	3	Essential	Intermediate
Role-related technical discipline	4	Essential	Intermediate
Workshop Facilitation	5	Essential	Developing
Troubleshooting (Problem Solving)	6	Essential	Intermediate
Risk Management	7	Essential	Developing
Results Focused	8	Essential	Developing
Organizational Skills	9	Essential	Developing
Business Acumen	10	Essential	Developing

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