



Job Profile

Senior Planner

Group: Water and Environment Services

Job Summary

To be completed by People and Culture team			
Job Family	Engineering	Career Stage	E
Job Function	Engineering Planning	Career Stream	Professional
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	Last Modified Date	16/04/2024
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 in the development of forward thinking, multi-driver responsive, customer focussed, integrated urban water servicing and waterway management plans that define the actions required to deliver upon the outcomes set in product and service strategies.



Accountabilities

Job Specific	As a member of the Systems Planning and Land Acquisition team, the senior Planner is responsible for supporting the development of optimised integrated product and service plans that respond to community needs and achieve Sydney Water's objectives and priorities. • Realise within plans, integration opportunities across systems, drivers, customers, catchments, resources, materials, products and services • Forecast long term infrastructure investment totex and resource needs • Provide expertise and technical knowledge in integrated water cycle management planning that contributes to planning outcomes and the development of best-practice planning approaches • Effectively present planning insights, advocate a point of view, addresses difficult questions and resolves planning related conflict in a positive, non-confrontational manner and facilitate complex planning related meetings and discussions • Work under limited direction • Make planning decisions using good judgement, expertise and knowledge, and evaluate risks, governed by the application of regulations, best practice and business policies and procedures • Build rapport and maintain internal and external relationships to enable effective consideration of stakeholder needs and expectations in planning processes and projects as well as an ability to influence and negotiate with planning related stakeholders • Represent SW at Water Industry peak bodies and outwardly promote the achievements of Sydney Water • Manage PSC engagements generally <\$500k, although some exceptions. • Recommend plans that have large financial implications (>\$100m) • Perform additional duties as required
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Role Requirements

Education / Qualifications

Required	Tertiary qualification in Engineering, Infrastructure Management, Planning, Science or a related discipline and a minimum of 6 - 8 years' experience, with demonstrated experience and skills in the development and management of integrated approaches to urban water service and infrastructure planning
Desired	Post graduate qualifications in Business, Engineering, Infrastructure Management, Planning, Science or similar related qualification

Certifications / Licences

Required	
Desired	

Experience

Required	- Translation of Product and Service Strategies into Regional, System and Asset based plans. - Knowledge of effective stakeholder engagement processes and collaborative planning experience - Knowledge of risk, cost and performance drivers and ability to optimise these - Demonstrated experience in written, verbal and interpersonal communication skills at all levels both internal and external to the organisations, with the ability to establish a high degree of credibility. - Demonstrated successful experience dealing regulators and stakeholder groups, internal and external. - Demonstrated experience in change management with the ability to influence stakeholders and drive change. - Demonstrated experience coaching, mentoring and technical skill development - Expert knowledge and experience of integrated water cycle management and water sensitive urban planning approaches - Demonstrated experience in challenging status quo practices and managing successful delivery of capability uplift - Strategic thinker with proven planning, influencing, negotiation and facilitation skills. - Demonstrated experience in water or wastewater network planning, design and/or operations (minimum of 10 years)
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	• Experience in successful delivery in a matrix structure • Excellent written and oral communication skills with a demonstrated ability to prepare advice and briefing notes to senior management and the Executive/Board. • Demonstrated ability to develop innovative and sustainable servicing plans, including emerging technologies and integrated water products
Desired	•



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
Water Supply Networks	1	Essential	Advanced
Water Resource Management	2	Essential	Advanced
Strategic Planning	3	Essential	Advanced
Water Services	4	Essential	Advanced
Influencing Skills	5	Essential	Intermediate
Business Acumen	6	Essential	Intermediate
Complex Problem Solving	7	Essential	Advanced
Risk Management	8	Desirable	Intermediate
Business Writing	9	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.			

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.