



Job Profile

System and Asset Senior Specialist

Group: Water and Environment Services

Job Summary

To be completed by People and Culture team			
Job Family	Engineering	Career Stage	TBC
Job Function	Asset Management	Career Stream	Professional
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	Last Modified Date	17/06/2024
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 develop and deliver product portfolio asset management artefacts, projects and programs which ensure the asset management value chain is aligned and its components fit for purpose, so that current and future infrastructure delivers regulatory requirements, customer and strategic outcomes, balancing performance, risk, cost, including the categories below.

- Collection, storage and transfer of wastewater to water resource recovery facilities and collection storage and transport of stormwater to meet environment and customer outcomes.
- Treatment, transport, storage and delivery of drinking water and recycled water to customers to meet public health, guidelines and customer outcomes.



Accountabilities

Job Specific	Technical
	• Responsible for developing strategic related Asset Management direction setting artefacts for Sydney Water relating to the relevant product portfolio asset class and monitors their execution and effectiveness.. Co-creates integrated strategies and plans that deliver asset and system outcomes and requirements. ensuring commercial trade-offs are considered. • Responsible for aligning the water/wastewater system value chain and meeting performance requirements and targets relating to the relevant product portfolio asset classes and systems to achieve system service and performance outcomes optimising performance, risk and cost.. • Monitors asset and asset class performance, develops and drives implementation to improve processes and tools to support the decision-making process through the value chain. • Monitors the condition and performance of asset classes to inform periodical internal and external reporting and the environmental factors that impact performance and risk, contributing to the ongoing forecast and risk prediction based on these factors. • Proactively identifies asset class issues, trends and gaps, provides insights and actions, and contributes to the development of improvement plans to close issues. • Contributes to the management of dynamic system performance outcomes (product, service, asset), applying Performance, Cost, Risk (PCaR) approach through risk / operational reviews to understand integrated asset class service capability gaps and system risk levels. • Contributes to business critical project assessments and Service Risk profiling, and implementation tracking. • Supports System Interface Groups which inform and align internal stakeholders of work across systems and teams, including priority, integration, timing, staging etc., considering Asset tiering, CoF levels and risk • Contributes to the audit processes for Asset Management related to infrastructure, including operating licence, regulator audits, internal process reviews. Tracks and completes actions are implemented to address findings. • Provides advice and technical knowledge to support business needs, including input into research and development related to new infrastructure management tools and processes and market scanning for new and emerging issues and opportunities. • Contributes to development and implementation of Management System Frameworks across the value chain • Supports incident management investigations to understand root causes related to asset or system failure, and adjusts asset management approaches to incorporate learnings. Engagement with operators and completing process reviews on site and in the field Contributes to Asset Owner Functions including; • Accountable to make decisions about the asset that ensures the Asset Operator to able to meet service expectations, and drives service and customer centric decision making about assets that optimises performance, risk and cost. • The decision maker on assets across the lifecycle including creating, maintaining and disposing of assets, and in collaboration with the Asset Operator makes the trade-off between performance, risk and cost, i.e. the 'circuit breaker' • Accountable for 'return on asset' and operates within SWC investment performance

requirements, as well as statutory and regulatory requirements.

- Accountable to make decisions about the asset that ensures the Asset Operator to able to meet service expectations, and drives service and customer centric decision making about assets that optimises performance, risk and cost.



Role Requirements

Education / Qualifications

Required	Bachelor's degree in engineering, science, business or a related discipline or experience deemed equivalent
Desired	Post graduate qualifications in Business, Engineering, Science or Process Engineering related to the role.

Certifications / Licences

Required	
Desired	

Experience

Required	- Experience across relevant products/asset classes and integrated water cycle management - Comprehensive understanding of best practice project and program management methodologies with demonstrated implementation experience and a track record of delivery - Experience working on projects with complex requirements and considerations - Experience working in high performing teams in a positive and constructive environment. - Strong knowledge of Sydney Water's operating and regulatory environment and implications on strategy. - Demonstrated experience dealing with customer, regulators and stakeholder groups. - Strong 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. - Strong analytical skills to identify issues, trends, drivers and links to customer/regulatory needs. - Skills and demonstrated ability to interact, build relationships, influence and drive change at all levels, both internal and external to the Organisation. - Demonstrated implementation of quality/cost/risk trade-offs with a lens on short, medium and long term outcomes. - Demonstrated skills in risk management, financial and economic analysis and using/developing related tools in decision making
Desired	Previous experience in strategic, business and/or urban planning.



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			
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 Resource Management	1	Essential	Intermediate
Regulatory Process	2	Essential	Intermediate
Analytical Skills	3	Essential	Intermediate
Performance Analysis	4	Essential	Intermediate
Risk Management	5	Essential	Intermediate
Process Improvement	6	Essential	Intermediate
Report Writing	7	Desirable	Intermediate
Relationship Building	8	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.