



Job Profile

Project Director

Group: Infrastructure Delivery

Job Summary

To be completed by People and Culture team			
Job Family	Portfolio and Project Management	Career Stage	G
Job Function	Technical Project/Program Management	Career Stream	Leadership
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	Last Modified Date	3/04/2024
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	Team Size	4-5
People Leader	Yes	Indirect Team Size	100+

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 primary purpose of the position is to direct the successful development, procurement and delivery of a major/complex project(s) (capital to the value of between \$750m to \$1.5bn). The role will deliver project outcomes by providing the project team with leadership, effective and timely decision-making, resolving complex issues and challenges and engaging with relevant Sydney Water peers, contractors, consultants and other project stakeholders as required. The role will deliver the project(s) safely, within the relevant contract and asset standards (and agreed changes), in compliance with planning approvals, in a commercially sound way and to the satisfaction of key stakeholders and the community. The role may specialise in development or delivery phase (ie, there can be a handover of the project director role from a development focussed project director to a delivery focussed project director).



Accountabilities

Job Specific	- Negotiate and manage the delivery of the project(s) outcomes (including safety, time, cost, quality) - Manage and enable resolution of the project(s) wide range of technical and commercial issues, monitor and support achievement of key project milestones and performance. - Collaborate across the business and with key stakeholders to deliver the project outcomes. - Build and foster constructive and collaborative relationships with the project(s) key external stakeholders and delivery partners (contractors, major developers, etc) - Build and lead effective cross-organisation and multi discipline integrated project teams across Sydney Water and supply chain providers that are capable of working collaboratively to develop and deliver against the performance outcomes for the investment in any given major project. - Develop constructive relationships with, and manage the performance of, project delivery partners (contractors, designers, providers etc) including managing procurement and negotiation processes. - Represent Sydney Water at external government, public and other forums to support project delivery. - Establish and lead the development and delivery teams for each project, - Monitor and advise on key strategic risks facing the project, advising on and implementing mitigation actions. - Secure approval of the project through each investment gateway/assurance step from multiple stakeholders within Sydney Water and key stakeholders external to Sydney Water. - Secure and deliver aligned to the requirements of, all planning approvals and sustainability outcomes required for the project. - Effectively manage changes in work priority and or budget allocation. - Ensure that an effective and appropriately skilled team is maintained and developed, and individual and team performance is optimised in line with project objectives and outcomes. In executing functional accountabilities demonstrate the capabilities of Sydney Water's leadership model by: - Enable purpose and empower the team by driving / enacting direction that balances the requirements to service the customer, develop a constructive culture and demonstrate commercial focus. - Enable / empower people by inspiring, collaborating, coaching, developing and leading change. - Be aware of personal impact, effectiveness and ability to influence others. - Execute achievement by removing roadblocks to innovation and taking accountability to achieve a successful conclusion. Safety and Wellbeing: - Guide and support direct reports and teams to ensure accountability for Health, Safety and Wellbeing leadership is demonstrated. - Positively encourage and coach direct reports with respect to their leadership both in relation to physical and psychological safety and wellbeing. - Demonstrate visible safety leadership by (but not limited to) leading by example, sharing insights, actively participating in incident investigations, safety meetings, safety inductions and safety training.
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Role Requirements

Education / Qualifications

Required	Relevant degree qualification (e.g. Science, Infrastructure Investment, Construction Management, Engineering, Environment, Commerce) or experience deemed equivalent
Desired	

Certifications / Licences

Required	
Desired	

Experience

Required	- Experience in development, procurement and delivery of complex, high risk, high profile, infrastructure projects. - Experience in building, maintaining and evolving large, multi-disciplinary, effective and efficient project teams delivering assigned performance metrics/outcomes - Advanced external stakeholder management and communications expertise - Demonstrated experience in efficient and effective decision making with a high level of autonomy in the context of high risk/high profile project delivery - Highly advanced ability to plan and prioritise and project manage - Highly advanced ability in project risk, contract and change management - Ability to manage self, influencing and negotiation, and work collaboratively - Ability in financial management - Ability to manage and develop people
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 (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
Investment Decisions	1	Essential	Advanced
Motivational Leadership	2	Essential	Advanced
Business Performance Management	3	Essential	Advanced
Strategic Thinking	4	Essential	Advanced
Governance Risk Management And Compliance	5	Essential	Advanced
Organizational Strategy	6	Essential	Advanced
Stakeholder Management	7	Essential	Advanced
Culture Transformation	8	Essential	Advanced
Negotiation	9	Essential	Advanced
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.