



Job Profile

Senior Manager Safety Health and Wellbeing – Systems, Governance & Assurance

Group: People & Governance

Job Summary

To be completed by People and Culture team			
Job Family	Human Resources	Career Stage	G
Job Function	Health and Safety	Career Stream	Leadership
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE3	Last Modified Date	24/07/2026
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	Team Size	3+
People Leader	Yes	Indirect Team Size	

Who we are

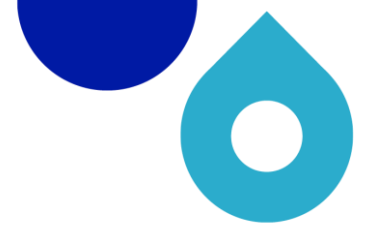
At Sydney Water, we exist for our customers. We're more than 3,500 people working together, striving to do more and be better—better for the environment, our customers, our people, and our water. Our people are passionate about working together, and driving agility, accountability, innovation, sustainability, 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

The Senior Manager Safety Health & Wellbeing – Systems Governance & Assurance is a primary safety, health and wellbeing advisor to the Head of Business for a defined Sydney Water business units. The role is accountable for translating enterprise SHW strategy into business unit outcomes, ensuring the effective management of safety risk, culture, reporting, safety management system performance and architecture through robust systems, controls, assurance activities and performance monitoring.



Job Specific	Strategic Advisory • Act as the trusted SHW advisor to the Head of Business, providing clear, timely and actionable insight on safety, health and wellbeing performance • Manage and maintain the enterprise SHW safety management system into business unit-specific priorities, plans and outcomes • Lead the development, implementation and continual improvement of the Safety Management System. • Maintain safety policies, standards, procedures and governance frameworks. • Ensure alignment with legislative, regulatory and organisational requirements • Influence senior leaders to drive systematic and sustainable safety improvement Safety Risk, Assurance & Systems Integration • Oversee implementation of high-consequence risk controls pertaining to Enterprise Risk – Safety (ER03) • Embed safety systems and controls into core operational processes and decision-making • Provide oversight of investigations, assurance activities and control effectiveness Health, Wellbeing & Safety Culture • Drive improvements in psychological safety, engagement and resilience capability • Champion a preventative and proactive approach to employee health and wellbeing Performance, Insights and Continuous Improvement • Establish and track business unit SHW KPIs and performance metrics • Provide clear insights, trend analysis and “so what / now what” recommendations to the Head of Business • Oversee implementation and verification of high-consequence risk controls. • Monitor enterprise safety risks and emerging trends. • Apply benchmarking and industry insights to improve outcomes • Drive organisational learning from incidents, audits and assurance activities. Business Partnering and Stakeholder Engagement • Partner with business leaders to support the co-creation fit-for-purpose safety and wellbeing solutions • Build strong, credible relationships across the business unit • Ensure SHW services are aligned to the strategic plan and deliver measurable value People leadership and capability uplift • Lead and develop a multi-disciplinary SHW team (e.g. SHW Lead and SHW Advisors) • Build capability within business unit leadership teams in safety and wellbeing • Foster a high-performance, customer-oriented team culture
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Role Requirements

Education / Qualifications

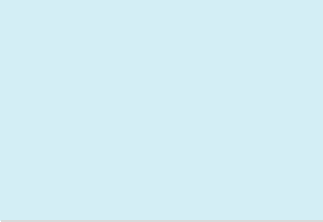
Required	- Formal qualification in Work Health & Safety, Risk Management, Auditing or Governance, or related discipline - Minimum Diploma of Work Health & Safety (or equivalent experience)
Desired	Demonstrated commitment to continuous professional development

Certifications / Licences

Required	- Training or certification in ISO 45001 Safety Management Systems, including auditing (Internal or Lead Auditor desirable) - Qualifications or certifications in incident investigation, risk management or contractor safety
Desired	- Membership of a relevant professional body (e.g. AIHS) - Advanced understanding of psychosocial risk management and psychological health and safety

Experience

Required	7–10+ years in safety, health and wellbeing leadership within a large, complex, high-risk environment - Proven ability to influence and drive cultural change - Use of metrics, data and analytics to inform decision making - Demonstrated experience partnering with senior leaders to translate strategy into practical operational outcomes - Implementation and uplift of safety management systems, assurance frameworks and compliance maturity - Ability to translate enterprise strategy into business unit-specific plans and measurable outcomes - Advanced subject matter expertise in WHS legislation, regulatory compliance and assurance frameworks - Advanced capability in critical risk management, incident investigation and audit programs - Strong capability in psychological health, wellbeing and psychosocial risk management - Experience facilitating integrated wellbeing and resilience programs - Advanced knowledge of workers compensation, injury management and return-to-work frameworks - Ability to demonstrate early intervention and proactive case management strategies - Strong analytical capability with experience using data, metrics and insights to drive decision-making - Highly developed stakeholder engagement skills with the ability to coach, influence and build capability in leaders
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- Experience operating as an embedded business partner within operational environments
- Ability to balance strategic leadership with hands-on operational delivery and field engagement
- Experience working across multi-site operations and complex stakeholder environments

Desired

- Experience in utilities, infrastructure or asset-intensive environments
- Exposure to contractor safety, major projects or capital delivery environments
- Experience with digital safety systems and data platforms



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
Health And Safety Standards	1	Essential	Advanced
Regulatory Compliance	2	Essential	Advanced
Interpersonal Communications	3	Essential	Advanced
Investigation	4	Essential	Advanced
Strategic Thinking	5	Essential	Advanced
Risk Analysis	6	Essential	Advanced
Stakeholder Management	7	Essential	Advanced
Management Reporting	8	Essential	Advanced
Report Writing	9	Desired	Advanced
Presentations	10	Desired	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.			

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.