Sydney WATER

Job Profile

Planner

Group: Water and Environment Services

Job Summary

To be completed by People and Culture team			
Job Family	Engineering	**Career Stage**	D
Job Function	Engineering Planning	**Career Stream**	Professional
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	EA	**Last Modified Date**	31/10/2024
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 Planner is responsible for supporting the development of Strategic Plans for Sydney Water relating to the relevant portfolio. • Support the co-creation of integrated Strategic Plans that deliver customer focused commercial outcomes for SW ensuring trade-offs are considered. • Contribute to development and implementation of Management System Frameworks across the organisation, • Defines, develops, and reviews the long-, medium- and short-term strategic outcomes are delivered through Policy, Position Statements, Strategic Plans and Specifications for the relevant portfolio. • Participate in Risk Assessments to ensure key issues and opportunities are identified and managed through appropriate strategies. • Monitor, evaluate and report the performance, effectiveness and benefits realisation against the Strategic Plans and Specifications • Incorporate R&D and technology related to product, asset and service Strategic Plans. • Support the development of the 5-year strategic improvement plans; understands the requirements and performance across the system and adjusts strategy to ensure requirements are being met

Role Requirements

Education / Qualifications

Required	• Tertiary qualification in Engineering, Infrastructure Management, Planning, Science or a related discipline, 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	• Experience and knowledge of planning for complex assets including water, wastewater and stormwater. • Proven capability in leading positive business change, working across organisational reporting lines and building enhanced client delivery management capability. • Experience in planning, design and/or construction delivery within the infrastructure/utilities sectors. • Contract management and administration. • Relevant industry accreditation and professional memberships considered favourably. • Experience in working with or in government and retail water companies would be advantageous • Ability to identify and measure business performance improvement opportunities through robust and logical problem solving, strategic, analytical and financial evaluation skills. • Good interpersonal skills, together with verbal and written communication skills. • Able to simplify complex concepts.
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
Water Supply Networks	1	Essential	Developing
Water Resource Management	2	Essential	Developing
Strategic Planning	3	Essential	Developing
Water Services	4	Essential	Developing
Business Acumen	5	Essential	Developing
Analytical Skills	6	Essential	Intermediate
Complex Problem Solving	7	Essential	Intermediate
Risk Management	8	Desirable	Developing
Business Writing	9	Desirable	Developing
Collaboration	10	Desirable	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.