



Job Profile

System and Asset 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	EA	Last Modified Date	14/06/2024
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 support the development and implementation of 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, understanding 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 • Supports the development of strategic Asset Management direction setting artifacts for Sydney Water relating to the relevant product portfolio and asset class and contributes to the monitoring of their execution and effectiveness • Supports the co-creation of integrated strategies and plans that deliver asset and system outcomes and requirements. • Supports the alignment of 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 product, service and performance outcomes. • Monitors assets and asset classes performance to ensure they are performing effectively and efficiently to achieve product and service outcomes. • Contributes to monitoring of the condition and performance of asset classes and periodical internal and external reporting, tracking of environmental factors that impact performance and risk, and contributes to the ongoing forecast and risk prediction based on these factors. • Contributes to the identification of asset class issues, trends and gaps, insights and actions, and supports the development of improvement plans to close issues. • Supports the management of dynamic system performance outcomes (product, service, asset), through risk / operational reviews to understand integrated asset class service capability gaps and contributes to risk management/mitigation action resolutions as identified. • Supports business critical project assessments and Service Risk profiling, and implementation tracking. • Supports the coordination and facilitation of System Interface Groups and outputs recording • Supports 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. • Contributes to development and implementation of Management System Frameworks across the organisation, • Supports engagement with regulators and stakeholders • Participates in and support incident management where needed. • Engages with operators and supports process reviews on site and in the field Supports Asset Owner Functions • 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.
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Role Requirements

Education / Qualifications

Required	Bachelor's degree in engineering, science, business or a related discipline or experience deemed equivalent.
Desired	

Certifications / Licences

Required	
Desired	

Experience

Required	- Experience across relevant products/asset classes and integrated water cycle management - Project management experience - Experience working in high performing teams in a positive and constructive environment. - Knowledge of Sydney Water's operating and regulatory environment. - 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. - Demonstrated ability to interact, build relationships, influence and drive change at all levels, both internal and external to the Organisation. - Basic understanding of quality/cost/risk trade-offs with a lens on short, medium and long term outcomes. - Basic skills in risk management, financial and economic analysis and using/developing related tools in decision making
Desired	Demonstrated experience dealing with customer, regulators and stakeholder groups.



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	Developing
Regulatory Process	2	Essential	Developing
Analytical Skills	3	Essential	Developing
Performance Analysis	4	Essential	Developing
Risk Management	5	Essential	Developing
Technical Writing	6	Essential	Developing
Relationship Building	7	Desirable	Developing
Interpersonal Communications	8	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.			

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.