|  |  |
| --- | --- |
| **Cluster** | Planning, Industry & Environment |
| **Agency** | Department of Planning, Industry & Environment |
| **Division/Branch/Unit** | Water |
| **Location** | Negotiable |
| **Classification/Grade/Band** | DPO 4-5 |
| **ANZSCO Code** | 234999 |
| **PCAT Code** | 1119192 |
| **Date of Approval** | May 2021 (updated from 2016) |
| **Agency Website** | <https://www.dpie.nsw.gov.au> |

Agency overview

Our vision is to create thriving environments, communities and economies for the people of New South Wales. We focus on some of the biggest issues facing our state. We deliver sustainable water resource and environment management, secure our energy supply, oversee our planning system, maximise community benefit from government land and property, and create the conditions for a prosperous state. We strive to be a high-performing, world-class public service organisation that celebrates and reflects the full diversity of the community we serve and seeks to embed Aboriginal cultural awareness and knowledge throughout the department.

The Water Group leads the NSW Government in providing confidence to communities and stakeholders with the transparent stewardship of water resources, provision of services and reforms that support sustainable and healthy environments, economies and societies across NSW.

Primary purpose of the role

Provide key specialist expertise in aquatic ecology and its application to performance monitoring and

evaluation to produce accurate, timely and reliable information which enables the delivery of water

management priorities.

# Key accountabilities

* Provide key specialist expertise in the area of eco-hydrology and evaluation to support effective

decision making in natural resource management and implementation of the Government’s water

reform agendas.

* Acquire, analyse, model and interpret hydrological information to develop flow-ecology relationships

and models to ensure that robust outcomes and solutions are delivered to Government and

stakeholders to enable implementation of water policy.

* Research, define, review and develop standards and best practice appropriate to hydrology, aquatic

ecology, flow response monitoring and evaluation methods for natural resource modelling,

measurement and risk assessment, to provide quality aquatic ecology objectives and performance

indicators in the evaluation of the state of NSW’s water resources.

* Plan, monitor and manage large multidisciplinary projects, contracts and teams as required to deliver

effective natural resource management outcomes.

* Provide high level advice to internal and external clients in the area of ecological flow response

monitoring and evaluation to support the Government’s implementation of water reform and water

policy agendas.

* Investigate and develop solutions and recommendations which address policy gaps, inconsistencies

and implementation obstacles in flow response monitoring and evaluation to deliver robust ecological

outcomes to the community, regions, internal business and other government agencies.

* Enhance, manage, share and transfer specialist knowledge, expertise and skills in aquatic ecology,

flow response monitoring and evaluation to colleagues and clients providing information, training and

briefing sessions to continually improve the knowledge and skills of staff and stakeholders in relation to

aquatic ecology and evaluation.

* As a member of various sized single and multidisciplinary projects and teams, plan, undertake and

deliver projects to which provide evidence for water management planning and policy.

Key challenges

* Taking a leading role in eco-hydrology and its application to performance monitoring and evaluation,

which is complex due to the dynamic nature of the work environment and changing technical, policy

and scientific developments.

* Maintaining a good knowledge of the priorities and strategic directions of Government for water reform

and planning to enable the effective targeting of activities and interpretation of outcomes.

* Contributing to the development of policies, strategies and programs that balance complex and multiple

issues with sensitivity to a range of stakeholder interests, resource requirements, and service delivery

impacts.

Key relationships

| Who | Why |
| --- | --- |
| **Internal** |  |
| Team Leader/Manager | * Work collaboratively on flow response monitoring and evaluation   priorities   * Communicate and discuss project management and progress * Day to day administrative management |
| Team members | * Provide specialist aquatic ecology and evaluation input to multidisciplinary projects * Provide advice and guidance and share information to develop team   capability |
| Other branches | * Provide expert advice and products to meet the business needs of   other branches |
| **External** |  |
| Research institutions | * Act as a key point of contact and liaise with other experts to explore * new technologies that can be applied to the business needs of the   Water Group. |
| Other State Government agencies | * Act as a key point of contact and liaise with other agencies to ensure   coordinated data collection and analysis, and input into risk analysis |

# Role dimensions

## Decision making

* Plans and sets priorities for work to be completed in partnership with the manager taking into account

the context of pressing organisational requirements and external deadlines.

* Exercises discretion and judgement in providing advice, dealing with potentially contentious issues, and

responding to enquiries and correspondence.

## Reporting line

Manager

## Direct reports

Nil

## Budget/Expenditure

Nil

Key knowledge and experience

# Comprehensive understanding of state and federal natural resource management frameworks, in

# particular with reference to riverine health and water sharing.

# Comprehensive understanding and demonstrated application of the use of hydrology models to assess

# changes to aquatic ecology as a result of changes to water access

# Sound knowledge of statistical procedures and spatial analysis and their application in assessing water quality and riverine health.

Essential requirements

# Appropriate degree level tertiary qualifications in science, natural resources or a related discipline.

# Capabilities for the role

The [NSW public sector capability framework](https://www.psc.nsw.gov.au/workforce-management/capability-framework/the-capability-framework) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus capabilities** and **complementary capabilities**.

# Focus capabilities

*Focus capabilities* are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

| FOCUS CAPABILITIES | | | | |
| --- | --- | --- | --- | --- |
| **Capability group/sets** | **Capability name** |  | **Behavioural indicators** | **Level** |
|  | **Act with Integrity**  Be ethical and professional, and uphold and promote the public sector values | | Represent the organisation in an honest, ethical and professional way  Support a culture of integrity and professionalism  Understand and help others to recognise their obligations to comply with legislation, policies, guidelines and codes of conduct  Recognise and report misconduct and illegal and inappropriate behaviour  Report and manage apparent conflicts of interest and encourage others to do so | Intermediate |
| **Manage Self**  Show drive and motivation, an ability to self-reflect and a commitment to learning | | Keep up to date with relevant contemporary knowledge and practices  Look for and take advantage of opportunities to learn new skills and develop strengths  Show commitment to achieving challenging goals  Examine and reflect on own performance  Seek and respond positively to constructive feedback and guidance  Demonstrate and maintain a high level of personal motivation | Adept |
|  | **Communicate Effectively**  Communicate clearly, actively listen to others, and respond with understanding and respect | | Tailor communication to diverse audiences  Clearly explain complex concepts and arguments to individuals and groups  Create opportunities for others to be heard, listen attentively and encourage them to express their views  Share information across teams and units to enable informed decision making  Write fluently in plain English and in a range of styles and formats  Use contemporary communication channels to share information, engage and interact with diverse audiences | Adept |
| **Commit to Customer Service**  Provide customer-focused services in line with public sector and organisational objectives | | Focus on providing a positive customer experience  Support a customer-focused culture in the organisation  Demonstrate a thorough knowledge of the services provided and relay this knowledge to customers  Identify and respond quickly to customer needs  Consider customer service requirements and develop solutions to meet needs  Resolve complex customer issues and needs  Cooperate across work areas to improve outcomes for customers | Intermediate |
| **Work Collaboratively**  Collaborate with others and value their contribution | | Encourage a culture that recognises the value of collaboration  Build cooperation and overcome barriers to information sharing and communication across teams and units  Share lessons learned across teams and units  Identify opportunities to leverage the strengths of others to solve issues and develop better processes and approaches to work  Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services | Adept |
|  | **Think and Solve Problems**  Think, analyse and consider the broader context to develop practical solutions | | Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues  Work through issues, weigh up alternatives and identify the most effective solutions in collaboration with others  Take account of the wider business context when considering options to resolve issues  Explore a range of possibilities and creative alternatives to contribute to system, process and business improvements  Implement systems and processes that are underpinned by high-quality research and analysis  Look for opportunities to design innovative solutions to meet user needs and service demands  Evaluate the performance and effectiveness of services, policies and programs against clear criteria | Advanced |
| **Demonstrate Accountability**  Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines | | Assess work outcomes and identify and share learnings to inform future actions  Ensure that own actions and those of others are focused on achieving organisational outcomes  Exercise delegations responsibly  Understand and apply high standards of financial probity with public monies and other resources  Identify and implement safe work practices, taking a systematic risk management approach to ensure own and others’ health and safety  Conduct and report on quality control audits  Identify risks to successfully achieving goals, and take appropriate steps to mitigate those risks | Adept |
|  | **Technology**  Understand and use available technologies to maximise efficiencies and effectiveness | | Identify opportunities to use a broad range of technologies to collaborate  Monitor compliance with cyber security and the use of technology policies  Identify ways to maximise the value of available technology to achieve business strategies and outcomes  Monitor compliance with the organisation’s records, information and knowledge management requirements | Adept |
| **Project Management**  Understand and apply effective planning, coordination and control methods | | Prepare and review project scope and business cases for projects with multiple interdependencies  Access key subject-matter experts’ knowledge to inform project plans and directions  Design and implement effective stakeholder engagement and communications strategies for all project stages  Monitor project completion and implement effective and rigorous project evaluation methodologies to inform future planning  Develop effective strategies to remedy variances from project plans and minimise impact  Manage transitions between project stages and ensure that changes are consistent with organisational goals  Participate in governance processes such as project steering groups | Advanced |

# Complementary capabilities

*Complementary capabilities* are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as ‘not essential’ for this role are not relevant for recruitment purposes however may be relevant for future career development.

| COMPLEMENTARY CAPABILITIES | | | | |
| --- | --- | --- | --- | --- |
| **Capability group/sets** | **Capability name** |  | **Description** | **Level** |
|  | Display Resilience and Courage | | Be open and honest, prepared to express your views, and willing to accept and commit to change | Intermediate |
| Value Diversity and Inclusion | | Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives | Intermediate |
|  | Influence and Negotiate | | Gain consensus and commitment from others, and resolve issues and conflicts | Intermediate |
|  | Deliver Results | | Achieve results through the efficient use of resources and a commitment to quality outcomes | Intermediate |
| Plan and Prioritise | | Plan to achieve priority outcomes and respond flexibly to changing circumstances | Adept |
|  | Finance | | Understand and apply financial processes to achieve value for money and minimise financial risk | Intermediate |
| Procurement and Contract Management | | Understand and apply procurement processes to ensure effective purchasing and contract performance | Intermediate |