

Position Title: Manager, Water Sciences

Position details

Position title:	Manager, Water Sciences
Classification:	Science D.1
Employment term and type:	Fixed Term, Full Time 1.0 FTE
Division / Branch:	Science Division / Environmental Sciences Branch
Work location:	Ernest Jones Drive, Macleod 3085
Reports to:	Deputy Chief Environmental Scientist, Environmental Sciences
Direct reports:	4
Further information:	careers@epa.vic.gov.au
Our reference:	Position Number 701633

About the position

Reporting to the Deputy Chief Environmental Scientist, Environmental Sciences, the Manager, Water Sciences leads and manages a team responsible for water and wastewater scientific monitoring, modelling, assessments and reporting across the state. You will develop and oversee the delivery of high-quality of scientific and applied engineering research, advice, and services to support regulatory decision making, aligned to EPA's strategic priorities to prevent harm to Victorian communities and the environment from pollution and waste.

This is a senior management role for an experienced scientist that wants to contribute to the success of the EPA as it enters a new era of environmental protection in Victoria. Working closely with the Deputy Chief Environmental Scientist, you will lead and manage a team through change, applying structured change management approaches to deliver sustained organisational outcomes to ensure a positive organisational culture and ensure the highest standards of performance and integrity are achieved; and foster genuine partnerships across all levels of government, industry, and community to deliver organisational outcomes.

About the Environment Protection Authority Victoria (EPA)

The EPA is Victoria's environmental regulator. We work to prevent and reduce the harmful effects of pollution and waste on Victorians and their environment. We are a values and purpose driven organisation, that works with the community, governments, and industry to achieve our objectives and deliver for all Victorians.

We're an independent statutory authority, established in 1971 and have undergone the biggest transformation in our history with the *Environment Protection Act 2017* coming into effect on 1 July 2021. The new Act requires us to change

our approach to become a world class regulator, using new powers and tools to prevent risks to the environment and human health.

About the Division

The Science Division is a critical enabler of regulatory excellence at the EPA, delivering innovative and targeted scientific advice to support strategy and policy development, and strategic and operational decision making about how the EPA prevents and regulates environmental and human health harm. The division comprises: Environmental Sciences Branch, Environmental Public Health Branch, and the Science Partnerships team.

About the Branch

The Environmental Sciences Branch provides high quality advice, information, publications, and programs on air, odour, noise, land, waste, and water sciences that meet the needs of the EPA as a science-based regulator, that meet the needs of the EPA as a science-based regulator. The Branch comprises three units: Air, Odour and Noise Sciences Unit; Land and Waste Sciences Unit; and Water Sciences Unit.

Key accountabilities

1. Lead and manage the Water Sciences Unit to achieve high standards of performance, accountability, collaboration, ethics, and integrity; manage the allocation of resources, budgets, business and project planning and reporting; and demonstrate a strong commitment to a positive culture and the development of staff including leading and embedding change initiatives across the unit.
2. As an active member of the senior management team in the Environmental Sciences Branch, contribute to the overall operational strategy and direction of the organisation, including shaping and implementing organisational change priorities, ensuring a one-EPA approach to the delivery of priorities; build a high performing workforce that is safety and wellbeing focussed, outcome-orientated, collaborative, innovative, professional, and engaged.
3. Lead the Water Sciences Unit in building, maintaining, and leveraging strategic relationships and partnerships to ensure that the EPA is a trusted and influential authority in advancing the prevention of harm to the environment and human health from pollution and waste; effectively represent the EPA in the local community and at external forums.
4. Ensure a robust, transparent, risk and evidence-based approach within the Water Sciences Unit, empowering and supporting staff, and devolving decision making with an appropriate accountability framework embedded within the unit; drive process improvements within the Water Sciences Unit and the broader EPA to achieve regulatory excellence and priority outcomes in a more effective and efficient way.
5. Oversee, coordinate and deliver water monitoring programs and the provision of expert scientific and engineering advice to inform regulatory and strategic decisions by the EPA about freshwater and marine pollution, ensuring an understanding of potential environmental impacts of different options; oversee and coordinate the analysis of scientific evidence and preparation of statements of opinion for use in compliance and enforcement activities, including prosecutions.
6. Communicate scientific/technical and engineering information about water and water pollution to a wide variety of audiences; lead the preparation of scientific / technical and engineering guidelines and publications on air quality and air pollution, including journal articles and reports; lead the assessment of new and emerging technologies and solutions for problems related to air quality and air pollution.
7. Lead and prioritise the research and development program for water sciences and engineering applications to ensure efforts are prioritised to achieve the highest value for EPA, aligned to the organisation's strategic priorities.
8. Undertake administrative processes and other tasks as directed for the effective achievement of regulatory outcomes; ensure that all Government and EPA policies and procedures, such as financial management, occupational health and safety, and conduct are complied with.

9. Represent the EPA positively in engaging with the community and duty holders to build knowledge and awareness of the laws that protect our environment and human health from pollution and waste, and the role of EPA as Victoria's independent environmental regulator.
10. Take a problem-solving approach to work, utilising new powers and tools in the *Environment Protection Act 2017* with a commitment to continuous improvement, ensuring a one-EPA approach to delivering priority outcomes for the organisation.

Key selection criteria

1. Experience and qualifications

- A tertiary degree and/or post graduate qualifications in applied science and/or, environmental engineering or equivalent, preferably with specialisation in freshwater or marine.
- A proven record of achievement in a senior management role leading a business unit through change to achieve high performance and a positive organisational culture.
- Leadership experience in applied environmental science or engineering.

2. Knowledge and skills

- Demonstrated knowledge and experience in environmental risk assessment.
- Demonstrated knowledge and recognised expertise in water pollution.
- Proven ability to apply relevant government legislation, regulations, reporting directives and procedures, to achieve optimal organisational outcomes.
- A broad understanding of environmental regulation as it relates to pollution and waste is desirable.

3. Capabilities

- Demonstrated leadership abilities, including building a shared sense of direction, clarifying priorities; identifies and responds proactively to strategic issues impacting the operating environment and leads organisational change in response to evolving regulatory and operating environments.
- Ability to implement performance management and development frameworks than manage staff performance, build organisational capability, support staff through change, and support individual development objectives; create and promote an environment that appropriately balances teamwork and individual accountability; provides timely, constructive and objective feedback.
- Demonstrated accountability for the execution and quality of results through professionalism, persistence, and transparency.
- Proven ability to work as an effective member of a cohesive senior management team in an organisation, with a demonstrated commitment to the successful delivery of the highest organisational priorities, including through the sharing of resources; proven capability to build and sustain enduring relationships to enable the collaborative delivery of outcomes and achievement of goals and targets.
- Ability to systematically analyse all available evidence/data as the basis of decision making and provide authoritative advice and professional leadership on highly complex and sensitive governance, audit, risk management matters.
- Ability to think outside the square, a willingness to try new things and a genuine desire to learn, share knowledge and make a difference.
- Proven ability to achieve organisational objectives through responsible management of financial and material resources and inter-agency collaboration. Maintain a high standard of practice through governance and risk

management. Develop and mobilise talents by strengthening and mobilising the unique talents and capabilities of the workforce.

Emergency response and recovery

The EPA plays a role in Victoria's emergency response and recovery activities, through an all-hazards, all-emergencies approach. Staff may be directly employed for these roles or may be called upon to support these activities as required following the appropriate training.

Employment requirements

Employment terms and conditions:

The successful applicant will be employed pursuant to the Victorian Public Service Enterprise Agreement 2020, *Public Administration Act 2004*, *Environment Protection Act 2017*, the Code of Conduct for Victorian Public Sector employees, VPS Policies and Administrative Guidelines, and EPA's policies and procedures.

Employees are required to carry out the duties as described in their position description and such other duties as directed consistent with their skills and classification descriptors to support the achievement of EPA's vision.

Financial delegation and declaration of private interests:

Financial delegation for this position is \$50,000.

Appointment to a position with a financial delegation of >\$20,000 requires a Declaration of Private Interests upon appointment.

EPA will conduct relevant and required checks about applicants and the information provided with an application. Such checks include but are not limited to:

A statutory declaration and consent form consenting to EPA contacting current and previous employer(s) to substantiate employment history, past conduct and performance is required.

A police check will be conducted as part of the selection process.

Additional security clearance:

Identified positions within EPA will require additional security clearance. The successful candidate will be required to obtain and maintain this level of clearance.

Occupational health and safety:

EPA employees are required to take all reasonable care for their own health, safety and wellbeing, and the safety of all people wherever they may be working.

The incumbent will be required to complete all the mandatory OHS training requirements for EPA, which may include training specifically related to the role, such as equipment usage, people management and Hazardous Chemicals.

Other relevant information

Accessibility

EPA is committed to be a preferred employer by fostering and valuing diversity, ensuring equitable and fair treatment for all, and respecting and upholding human rights. If you wish to obtain information about this role in an alternative format, (such as large print or audio) please contact the National Relay Service on 133 677 or email careers@epa.vic.gov.au.

Employer of choice

EPA is committed to increasing the participation rate of Aboriginal and Torres Strait Islander people through best-practice recruitment methods and producing positive training and employment outcomes for Aboriginal and Torres Strait Islander people within the wider communities with whom we partner.

EPA champions inclusiveness and is committed to attracting, recruiting, employing, developing, and retaining people with disability, as part of a workforce reflecting the diversity of the broader community.

EPA supports the Public Sector Veteran Employment Strategy.

EPA provides a broad range of flexible working arrangements. We value our people and subscribe to the principle that all VPS roles are flexible.

Remuneration and Benefits

An employee is employed within one of the Grades and Value Ranges based on the work requirements in accordance with the Classification and Value Range Standard Descriptors in Schedule C

and or Schedule F of the Victorian Public Service Enterprise Agreement.

Victorian Public Service Employee entitlements include 10.5% superannuation (noting the superannuation guarantee rate is scheduled to progressively increase to 12% in July 2025). Employees are also entitled to 17.5% annual leave loading, as well as 114 hours (pro-rata for part-time employees) personal leave per year, and 4 weeks (pro-rata for part-time employees) annual leave per year. Please refer to the VPS Enterprise Agreement 2020 for further information.

EPA is a high quality and flexible organisation that offers a range of employment conditions and entitlements. Further information on benefits can be found at <https://www.epa.vic.gov.au/about-epa/careers>.

Privacy

The collection and handling of information will be consistent with the requirements of *the Privacy and Data Protection Act 2014 (Vic)* and the *Public Records Act 1973*.

Acknowledgement and acceptance of position description

I understand and acknowledge the requirements and conditions outlined in this position description.

Name:

Signature:

Date:

EPA acknowledges Aboriginal people as the first peoples and Traditional custodians of the land and water on which we love, work and depend. We pay respect to Aboriginal Elders past and present and recognise the continuing connection too, and aspirations for Country.





For languages other than English, please call **131 450**.

Visit epa.vic.gov.au/language-help for next steps.

If you need assistance because of a hearing or speech impairment, please visit relayservice.gov.au