



Candidate pack

Manager, Water Futures



Government of
South Australia

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About SA Water

SA Water is a successful, modern water utility that is wholly owned by the Government of South Australia.

We employ more than 1,600 South Australians across a broad range of disciplines who operate over \$14 billion of assets.

We deliver essential water and sewerage services to more than 1.8 million South Australians.

We operate in a geographically and climatically diverse service area with sites and locations from Ceduna through to Port Augusta, the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands, across to the Riverland and down to Mount Gambier, and most places in between.

Our strength and expertise have been shaped throughout our history by many challenges – the driest state, vast distances, prolonged drought conditions and the quality and scarcity of our source water.

We interact with a large number of stakeholders and customers, both internal and external, which shape our operating environment. The quality of our products and services has a broad impact, from an immediate contact with our business and residential customers to a state-wide influence on the growth and prosperity of South Australia.

The importance of our products and services means that we have several independent regulators to make sure that we comply with major pieces of legislation and obligations. We have several management systems in place, such as the Drinking Water Management System (DWQMS), Environmental Management System (EMS) and Safety Management System, to manage risk, maintain compliance and improve business efficiency.

What we do

- Supply water
- Remove sewage from homes and businesses
- Treat sewage and wastewater
- Recycle some wastewater

We work hard to ensure your water is high quality, safe to drink and always available. We make sure you can find out how good your water is. SA Water maintains and operates 10 major metropolitan reservoirs. We also look after the network of pipes, taking water to and from your property. This is why we are involved in land development.

Vision and values

Vision

Delivering trusted water services for a sustainable and healthy South Australia.

Values



We value our people

I can bring my whole self to work. My opinions matter. We value each other. We act safely.



We do work that matters

We are purposeful. We care for our environment. Everyone contributes.



We keep it real

We do the right thing. We keep each other safe. We look out for each other.



Our work has impact

We are proud to deliver for our customers and communities. We make every dollar count.



We are future focused

We look ahead. We embrace change. We are resilient.



Science and Strategy

Testimonial – Senior Manager, Water Futures and Security

"I am excited about the work we are doing to prepare SA Water and South Australia for the future. Water security is essential for the economic prosperity of South Australia and healthy waterways are an essential element of thriving ecosystems and communities.

It is the decisions we make today, that will prepare us both for economic opportunities, as well as the next drought, and provide us with the resilience we need in a changing climate.

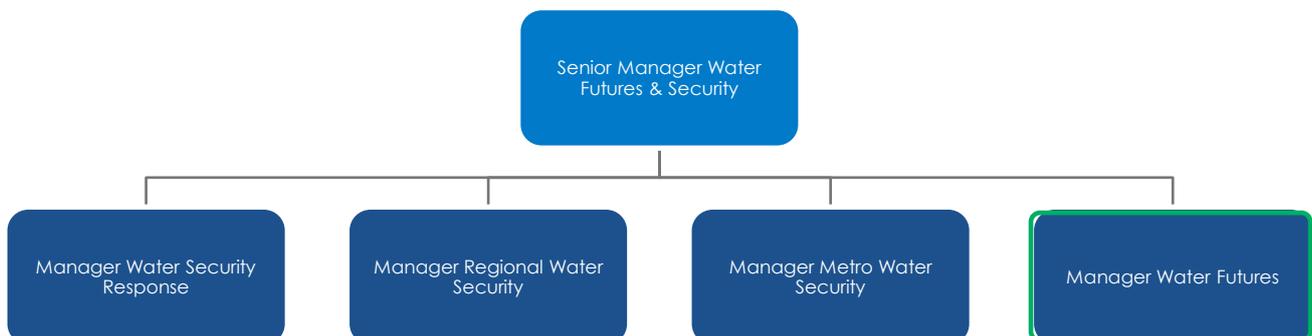
With a team of more than 20 water professionals, I need skilled people leaders to help guide the team and set us up for continued success."

Dr Ashley Kingsborough, Senior Manager, Water Futures and Security

Science and Strategy Business Group

The Science and Strategy group employs scientific approaches to address present and upcoming challenges. They execute a strategy driven by customer preferences to elevate the SA Water brand and position us for future success.

Water Futures & Security organisation chart – leadership team



Role overview

Overview	
Position title	Manager Water Futures
Business Group	Science and Strategy
Business Unit	Water Futures & Security
People leader	Senior Manager Water Futures and Security
Direct report(s)	<ul style="list-style-type: none"> • Team Lead Strategy and Planning • Team Lead Water Resources • Strategy and Planning Specialist • Future Water Resources Specialist • Future Water Modelling Specialist

Key accountabilities

Key accountabilities	Accountability details
Lead a high-performing team that works collaboratively towards achieving shared goals	<ul style="list-style-type: none"> • Develop and lead a high-performing and cohesive team. • Lead and coach team members to deliver high quality outcomes, and ongoing professional development and growth. • Ensure business plans are developed to achieve strategic priorities, and performance goals of team members are aligned. • Ensure the safety of our people, our customers and communities.
Lead development and delivery of strategies to ensure ongoing water security	<ul style="list-style-type: none"> • Lead the development of water strategies that ensure long-term water security and utilise an integrated water management approach. • Identify and deliver key milestones that ensure the strategies are delivered on time, on budget and covers all agreed scope areas. • Secure resources to undertake strategy development. • Implement quality assurance mechanisms to ensure reliability of the technical deliverables.
Lead consultation and engagement with key stakeholders	<ul style="list-style-type: none"> • Oversee the design and development of a consultation program to support strategy development and implementation. • Develop strong and trusted relationships with external partners as a basis for a collaborative approach to decision-making.

**Manage effective
strategy
implementation
programs**

- Ensure timely development of strategic papers to guide discussion with Cross-Government Working Groups, Internal Steering Committees, and Strategic Advisory Committees.
- Prepare and present senior level briefings and relevant papers related to the accountabilities of the role.
- Lead the development of strategy implementation plans.
- Oversee monitoring and evaluation programs to assess implementation progress of each strategy.
- Influence change across SA Water teams and the water sector to deliver against the planned deliverables.
- Ensure timely development of strategic papers to support and guide discussion with key partners on implementation progress updates, funding requirements, and resource requirements.

Skills, knowledge, experience, behaviours and attitudes

Key selection criteria	
Specialist skills/knowledge, qualifications, licences and/or tickets, and/or equivalent experience, attitudes and/or behaviours critical to the success of this role	Essential/desirable
Hold relevant strategy, science, engineering or related qualifications and industry knowledge, and understanding of relevant technical, regulatory and policy requirements.	Essential
An understanding of the water sector, water resource management, adaptive planning, futures, and strategic planning processes.	Essential
Highly developed strategic and analytical skills and demonstrated capacity to manage complex issues across multiple stakeholders.	Essential
Excellent stakeholder management skills, including a demonstrated ability to influence internal and external stakeholders, effect long lasting relationships, and drive mutually acceptable outcomes.	Desirable
Excellent written and verbal communication skills and an ability to clearly articulate messages to a variety of audiences.	Essential
Ability to draw high quality conclusions and to make strategic and policy recommendations on the basis of data analysis, research and engagement	Desirable

Key stakeholder relationships

Stakeholder relationships critical to the success of this role:

- Water Futures & Security Team
- SA Water Board, Chief Executive, Executive, other Senior Managers and staff at all levels.
- Cross Government Water Governance Committee.
- Regional Reference Groups for each strategy, including representatives from Department for Environment and Water, Department for Housing and Urban Development, Local Government, Regional Development Authorities, Landscape Boards.
- Customers and community representatives.
- First Nations groups.

Special conditions

Stakeholder conditions include:

- Flexible hours and some after hours as required.
- To ensure your safety in performing the inherent requirements of the role, you will be required to undergo initial and subsequent medical clearances in addition to some immunisations as relevant to your position.
- Depending on the role you will be required to undergo initial and/or subsequent clearance checks to ensure your ongoing suitability for the role. These may include a criminal police check, traffic check, Working with Children and/or Working with Vulnerable People checks.
- Maintain the integrity of the Corporate Compliance Framework by adhering to all organisational and legal obligations. These include, but are not limited to, Legislation, Regulations, Codes of Practice, Licences, Policies, Processes, and Work Instructions – for example this includes the Work Health and Safety Act 2012 and its Regulations, the Code of Ethics for the South Australian Public Sector, our Fair Treatment, Anti-Discrimination and Harassment procedure and Ethical Standards procedures and the State Records Act 1997.
- Intra and/or interstate travel will be required.

Diversity, Equity and Inclusion

Our people of the future

We proactively grow a diverse and inclusive business with people who reflect the community we serve. This brings creative thinking and diversity of thought to build innovation, embracing technology to help us be safer and more efficient. Our people work safely and are part of a high performing culture where learning and collaboration deliver great customer outcomes.

Employee groups

Our employee network groups—Together for Women, Pride Together, Kauwi Miyurna, and Able Together—actively promote and share experiences to celebrate and support the diversity of our workforce.

Defining Diversity, Equity and Inclusion

Diversity is...

About the difference in people. It is about recognising, valuing and respecting the diversity of backgrounds, cultures, beliefs, upbringings, personalities, abilities etc, that people bring. It refers to the mix of people working in an organisation.

At SA Water we believe that it is the mix of different people and thoughts that makes us great, reflects the community we serve and prepares us for the future.

Equity is...

About providing everyone with the same opportunities. It doesn't mean treating everyone the same because everyone is different and therefore different support or treatment is sometimes necessary to provide everyone with the same chances to fulfill their potential. At SA Water we believe that everyone deserves the same chance to succeed in life. This means we aim to treat everyone as an individual with their own strengths and weaknesses.

Inclusion is...

About celebrating the diversity of people by bringing them together, making everyone feel heard and seen so they can bring their whole self to work. At SA Water we believe that inclusion allows everyone to contribute to the best of their ability, feels safe to contribute and respected for who they are to create the best service for the community of South Australia. Inclusion is when people feel respected, connected, are able to contribute and progress.

Intersectionality is...

The recognition that everyone's identity is made up of different experiences, social circumstances and connections, and it is the multitude of these aspects that makes an individual. These different aspects can expose the person to overlapping forms of discrimination.¹



Employee benefits

Corporate health insurance

SA Water offers a Corporate Health Plan with Medibank, providing access to exclusive discounts.

Employee Assistance Program (EAP)

You will have access to 6 confidential support sessions for you and your family through our Employee Assistance Program provided by an experienced and impartial team of counsellors at Converge International.

Flexibility

Our lives today rarely conform to the classic nine-to-five schedule. That is why we offer flexible arrangements that combine working on site with working from home. We can also develop formal flexible arrangements to support your individual needs.

Salary packaging

SA Water provides salary packaging options that allow you to use pre-tax earnings for benefits like airport lounge memberships, car parking, charity donations, financial advice, novated leasing, and superannuation contributions.

Wellbeing

Our positive workplace culture supports both your mental and physical health, with resources to help you thrive. We offer an annual flu vaccination program, bike storage with shower facilities, certified wellbeing training, sponsorship for community wellbeing events, and a peer support network.



Living in South Australia

South Australia offers an exceptional quality of life, with Adelaide consistently ranking among the world's most liveable cities. Known for its affordability, Adelaide has a cost of living up to 15% lower than Sydney and Melbourne, making it an ideal place to build a comfortable life. The vibrant cultural scene includes world-famous events like the Adelaide Festival, Fringe, and WOMADelaide, along with a thriving café culture and diverse dining options. South Australia's multicultural community, with residents from over 120 countries, creates a welcoming and inclusive environment for all.

Living in South Australia means easy access to natural beauty and recreational spaces, including scenic reservoirs managed by SA Water such as Myponga, Happy Valley, and Mount Bold. These reservoirs, alongside the state's stunning coastlines, world-renowned wine regions, hills, and wildlife parks, provide endless opportunities for outdoor adventures and relaxation. A short commute and strong work-life balance allow residents to make the most of these surroundings. South Australia also leads in sustainability, with a commitment to renewable energy and environmental initiatives. With high-quality educational institutions and rewarding career opportunities, South Australia is not only a great place to live but also to grow personally and professionally.





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