



Australian Government



Executive Director River Management Candidate Information Kit



Applications Close: 17 April 2017

Executive Director River Management

Senior Executive Service (SES) Band Two

Location: FLEXIBLE– Ongoing (Full Time)

Baseline Security Clearance

The Opportunity

The Executive Director, River Management plays a significant strategic and leadership role overseeing functions encompassing a range of activities related to river management. These activities are highly complex, impact the work of the agency as a whole, and are delivered by a workforce with specialist skills and knowledge.

Key responsibilities of the Executive Director, River Management include:

- Participate actively as a member of the MDBA Executive including providing advice on shaping future directions of MDBA, strategic planning and development of corporate policy
- Ensure the Chief Executive is well supported in all matters relating to River Management Division's performance
- Provide visible and effective leadership of the broader River Management team including staff of State Constructing Authorities
- Continue to build high level of confidence in the Authority's water management capability with jurisdictions and key Murray System stakeholders
- Continue to improve and support the environmental delivery function in the Murray System, linking with the Environmental Management team, Environmental Water Group and other key stakeholders
- Enhance operations to deliver Basin Plan objectives and environmental water accounting
- Provide direction for the implementation of Environmental Works and Measures Program, in particular to mitigate delivery risks
- Ensure water resources of the River Murray System are shared between States in accordance with the Agreement as required by Basin Officials Committee and set out in Objectives and Outcomes for River Operations
- Ensure River Murray Operations Assets are operated and maintained 'fit for purpose' in accordance with the Asset Agreement and Asset Management Plan
- Support the development of a constraints management strategy
- Provide leadership for implementation of SOURCE modelling software across the Murray-Darling Basin
- Identify a broad succession plan for River Management Division and implement appropriate elements including development of strategic thinking/leadership skills in key staff
- Provide executive oversight and support for South Australian Riverland Floodplain Integrated Infrastructure Program
- Provide executive management of water resources modelling team
- Interact with the media acting as the key spokesperson for operational river management matters

- As a senior representative of MDBA, attend BOC meetings, Ministerial Council meetings, Authority meetings and Executive meetings
- Ensure River Management contributions to the Corporate Plan and annual budgets are prepared on time and in line with directions/policy of jurisdictions
- Support MDBA-wide improvement in project planning and project management
- Mentor key high achievers across MDBA

Responsibilities of the Division

The River Management Division supports the Authority in the operation and management of the River Murray System and in enhancing understanding of the operation of all rivers in the Basin to support water resource planning.

The River Management Division is responsible for the following functions:

River Operations – are core to the business to ensure the River Murray System is managed efficiently, transparently and equitably to share the waters of the River Murray between the states of New South Wales, Victoria and South Australia. This is a unique function provided by the organisation.

Assets– direct and fund management of the River Murray Operations assets by relevant state constructing authorities.

Water Resources – undertake hydrologic and hydraulic modelling and numerical analysis to support relevant programs across MDBA.

Our Ideal Candidate

In this challenging role, you will need to be an outstanding leader with an innovative approach to service delivery, have exceptional ability to inspire and lead change and a proven capacity to consistently deliver high quality outcomes. You will ideally have operational experience with major dams and river systems, exceptional interpersonal and representational skills, high level communication and influencing skills and an energetic and enthusiastic approach. You will play a critical part in achieving the MDBA's objectives and ensure we continue to fulfil an important role through a Basin-wide approach to water and management.

We are looking for an individual with a proven track record in the following areas:

- Excellent communication and negotiation skills
- High level leadership capability (including intellectual leadership) and superior people management skills
- Proven ability to lead and oversee engagement with a range of internal and external stakeholder groups
- Delivery on public obligations by States or Commonwealth
- Analytical abilities of a high order, experience in solving complex issues that require innovative solutions
- A demonstrated capacity to achieve complex organisational objectives
- Demonstrated ability to maintain a strategic focus, recognise opportunities and deliver outcomes.
- Substantial, relevant work experience in the dams engineering and water management fields.

- Tertiary qualifications in Engineering (civil, environmental) or equivalent will be highly desirable

About the MDBA

The MDBA is an independent Australian Government Authority responsible for the planning and integrated management of water resources of the Murray-Darling Basin including:

- preparing, implementing, evaluating and reviewing an integrated plan for the sustainable use of the basin's water resources
- operating the River Murray system and efficiently delivering water to users on behalf of partner governments
- measuring, monitoring and recording the quality and quantity of the basin's water resources and the condition of associated water dependent ecosystems
- supporting, encouraging and conducting research and investigations about the basin's water resources and dependent ecosystems
- disseminating information about the basin's water resources and dependent ecosystems
- engaging and educating the Australian community about the basin's water resources.

The sustainable management of the Murray–Darling Basin river system is a collective endeavour of Basin states and the Australian government, with river dependent industries and communities.

The MDBA consists of four key program areas, including:

- Policy and Planning Division
- Environmental Management Division
- River Management Division
- Corporate Division

Strategic Direction

The MDBA's [Corporate Plan](#) outlines MDBA's strategic direction from 2016-17 to 2019-2020. Our vision is to lead the planning and management of Basin water resources in collaboration with partner governments and the community.

The goals provide a four-year outlook that will help achieve this:

- Lead the implementation of the Basin Plan to achieve a healthy working Basin
- Strengthen engagement with the community
- Evaluate and report the social, economic and environmental outcomes of the basin water reforms
- Operate the River Murray system efficiently for partner governments
- Improve the knowledge base to support sustainable water resource management

Our Culture - CREATE

The MDBA is a high performing, knowledge -based organisation working to achieve sustainable water resource management in the Basin. Our staff are open and courageous, and strive for

efficient and innovative outcomes. We are committed to working with all Basin communities in the national interest. Our leaders support a culture where our people are:

Committed, connected and collaborative: we feel a shared responsibility to delivering our vision for the future

Respectful and rewarding: we are respectful, rewarding and supportive of others

Engaged and encouraged: we are motivated, courageous, inspiring and encouraging

Agile and adaptable: we welcome and are progressive, innovative and willing to take risks

Trusted: we are honest, direct, transparent and accountable

Experts: we are confident, visible and respected for our expertise

How to apply for the role

Applications, preferably in one document and in Word or PDF format, should be emailed to moiya.ford@fordkelly.com.au.

Your application must include:

- a two page statement (up to 1000 words) explaining how your skills, knowledge, experience and qualifications make you the best person for the job;
- your resume; and
- names and contact details for two referees.

As a guide in preparing your statement, you may wish to review the [SES Band 2 Integrated Leadership profile](#).

Applications close on 17 April 2017.

Who to Contact

Ford Kelly Executive Connection Pty Ltd has been engaged to assist with the management of the selection of process. If you wish to discuss any aspect of the process or the position, please contact Moiya Ford on 0418 633 352 or by email at: moiya.ford@fordkelly.com.au.

Conditions of Employment

WHAT WE OFFER

We offer a competitive remuneration package for the right person.

Salary on engagement will be \$254, 707 unless you negotiate a higher salary based on your experience, qualifications, skills and immediate effectiveness. In addition, the successful candidate will have access to generous superannuation arrangements.

Advancement through the SES Band 2 salary range is based on performance assessment outcomes achieved under the MDBA SES Remuneration Policy 2016-2020 and as agreed by the Chief Executive.



Employer contribution to superannuation

The MDBA will continue to contribute to the Commonwealth Superannuation Scheme (CSS) or the Public Sector Superannuation (PSS) Scheme at the rates advised by the Department of Finance, where the successful applicant is already a member of one of those funds.

Choice of superannuation fund is available for employees not eligible for membership of the PSS or CSS with the default fund for employees who do not nominate another complying superannuation fund being the PSS Accumulation Plan (PSSap). The MDBA will contribute 15.4 per cent of fortnightly contribution salary to complying super choice funds.

Salary Packaging

An employee may choose to sacrifice any part of their base salary, through the MDBA's external provider, from a menu of non-cash benefits consistent with MDBA guidelines and subject to compliance with any Government directives and taxation legislation. Any fringe benefits tax and administration costs incurred as a result of flexible remuneration packaging arrangements will be met by individual employees in accordance with MDBA guidelines.

To the extent that an employee chooses to sacrifice their salary, their pre-sacrifice salary will be used as the salary figure for all purposes including superannuation purposes.

Relocation Assistance

Relocation Assistance will be provided to SES employees who are engaged by the MDBA from a different physical location. The total amount of the relocation assistance will be determined by the Chief Executive, in consultation with the successful candidate prior to commencement.