

A new outlook for your career

Water Operations Officer

Australian Public Service (APS) Level 6

Job reference number	60017206
Classification	APS 6
Group	Community Services
Program	Environmental Prediction Services
Location	Melbourne, Sydney, Brisbane
Status	Ongoing Shiftwork, including periods of 24/7.
Working hours	Both full time and part time will be considered
Working arrangements	Flexible working arrangements, including work from home, are available subject to operational requirements
Salary range	\$99,734 - \$111,701, plus an additional 15.4% superannuation
Closing date	11:30pm Monday 21 September 2026
Applicants	Australian Citizenship
Contact officer	Claire Mills, Team Lead Flood & Water
Last Updated	September 2026

About the Bureau

We are Australia's weather, climate, water, oceans and space weather agency. Our work touches the lives of all Australians every day.

Our products and services include observations, forecasts, warnings, analysis and advice. They cover Australia's atmosphere, water, oceans and space environments.

The Bureau operates under the authority of the *Meteorology Act 1955* and the *Water Act 2007*. We also fulfill Australia's international obligations under the Convention of the World Meteorological Organization and related international meteorological treaties and agreements.

Read the [Bureau of Meteorology Strategy 2022–27](#) to find out more about our organisation and the work we do for all Australians.

Working at the Bureau

The Bureau represents a dynamic and exciting opportunity. At the Bureau you will:

- do meaningful work that brings real benefits to the Australian community, businesses and government.
- work with dedicated experts and professionals who constantly seek to improve the services we provide to our customers.
- work in excellent workplaces in a variety of great locations. You'll have access to the latest technology in a diverse, safe and inclusive environment for everyone.
- experience our commitment to learning, growth, training and clear career pathways. You'll receive competitive salary and benefits.

Position overview

Australia is increasingly affected by severe weather and flood events, creating a growing need for accurate forecasting and timely warnings to support community safety and resilience.

To meet this need, the Community Services Group (CSG) delivers customer-focused, integrated and resilient operational services across Australia. CSG comprises Environmental Prediction Services (EPS), Decision Support Services (DSS) and National Production Services (NPS), enabling the delivery of a wide range of products and services that provide significant value to the Australian community.

The Water Operational Officer is a key role within Environmental Prediction Services (EPS) Flood & Water, responsible for supporting the delivery of national flood forecasting, risk assessment and warning services through the National Water Operations Team (NWOT). Working within a 24/7 rostered operational environment, the role maintains situational awareness, supports critical decision-making, and helps ensure the delivery of high-quality services to the Australian community during routine operations and significant weather events.

Beyond operational duties, the role contributes to the continuous improvement of the Bureau's flood forecasting capability through project work, process enhancement, training, and the development of forecasting tools and practices. Success in this role requires strong operational flood forecasting expertise, the ability to perform effectively in dynamic and high-pressure environments, and a commitment to collaboration across operational teams.

This position forms part of the NWOT's 24/7 roster and requires participation in a rotating schedule that includes days, nights, weekends and public holidays. Employees undertaking this role are eligible for the shift work provisions outlined in the Bureau of Meteorology Enterprise Agreement, including shift penalties while working rostered shifts, applicable shift-related payments during annual leave, and additional leave entitlements associated with continuous shift work.

To be successful in this role, you will have a good understanding of operational flood forecasting and the total flood warning system. You will possess a sound ability to excel in high pressure, complex and dynamic operating environments such as during severe weather events. Flexibility and a commitment to supporting operations during periods of elevated flood risk will be essential. Due to the operational nature of CSG, reasonable additional hours outside the scope of routine shifts are required to support flood forecasting and warning services, particularly during significant flood events.

Role responsibilities

In this role you will generally be required to undertake work that is complex in nature, work under limited direction with the opportunity for reasonable autonomy and accountability. Responsibilities include, but are not limited to:

1. Maintaining situational awareness of national weather, flood risk and severe weather events as part of a shift-based national operations team.
2. Monitoring rainfall and river height data, preparing and running hydrologic flood models, and issuing flood warnings. Liaising with internal and external stakeholders and undertaking routine brief and advise tasks including for emergency responders and water agencies during out-of-hours periods.
3. Supporting routine national flood operations, ensuring operational readiness.
4. Making evidence-based decisions in dynamic, complex and time-critical situations using up-to-date science, sound judgement, operational procedures and best-practice forecasting principles.
5. Fostering collaborative, responsive operations that support innovation and continuous improvement.
6. Building and maintaining strong relationships across the Bureau and with external stakeholders, communicating technical information clearly and effectively.
7. Applying specialist knowledge and expertise to support operational activities, communications, continuous improvement initiatives and service delivery outcomes.
8. Contributing to the successful delivery of projects and initiatives that improve flood warning and water services, collaborating across EPS teams and contributing expertise across the Bureau.
9. Providing proactive advice on incident escalation, flood event response and operational management in complex, high-pressure environments.
10. Participating in a rotating shift roster, including extended weekday and weekend hours, with additional shifts during significant flood events as required.
11. Adapting to changing operational requirements and contribute to the delivery of outcomes in a collaborative and multidisciplinary environment.
12. Identifying, implementing and championing improvements to work practices and operational processes.

13. Complying with and demonstrating commitment to the APS Values, Employment Principles, Code of Conduct, the Bureau's diversity and inclusion principles, and all relevant work health and safety policies and procedures.

Selection criteria

The Bureau encourages applications from all suitably qualified candidates. Applications will be considered based on alignment with selection criteria, which have been matched to the [APS work level standards](#) and [Integrated Leadership System \(ILS\)](#) for APS6 positions.

- **Supports strategic thinking**
Supports shared purpose and direction; Thinks strategically; Harnesses information and opportunities; Shows judgement, intelligence, and common sense.
- **Achieves results**
Identifies and uses resources wisely; applies and builds professional expertise; Responds positively to change; Takes responsibility for managing work projects to achieve results
- **Supports productive working relationships**
Nurtures internal and external relationships; Listens to, understands and recognises the needs of others; Values individual differences and diversity; Shares learning and supports others.
- **Displays personal drive and integrity**
Demonstrates public service professionalism and probity; Engages with risk and shows personal courage; Commits to action; Promotes and adopts a positive and balanced approach to work; Demonstrates self-awareness and a commitment to personal development.
- **Communicates with influence**
Communicates clearly in both oral and written forms; Listens, understands and adapts to audience; Negotiates confidently.
- **Relevant skills and expertise**
A technical background in hydrology, meteorology, engineering or science. Previous experience in the provision of flood forecasting and warning service and Geographic Information Systems (GIS) is desirable.

Qualifications & experience

A degree or diploma from an Australian educational institution or a comparable overseas qualification; or other comparable qualifications, which are appropriate to the duties.

Merit pool

The selection process will establish a merit pool that may be used to fill similar positions within 18 months.

How to apply

Use of AI in Your Application

Any use of AI must align with the [APSC Principles for Candidate Use of AI in Recruitment](#).

You are expected to:

- Be transparent, authentic and truthful
- Use AI to support, not substitute your own experience or capabilities
- Act ethically and fairly
- Protect privacy and personal data

For further information, refer to the APSC principles.

Applications can be lodged through [the Bureau of Meteorology Careers](#).

Your application will consist of resume, contact details for two referees and a '800-word pitch' that considers:

- position overview
- job responsibilities
- selection criteria
- relevant sections of the Integrated Leadership System (ILS) and APS work level standards.

The Bureau is an equal opportunities employer. We will support applicants with disability through our [RecruitAbility Program](#) and will provide reasonable adjustments such as access, equipment and other practical support at relevant stages of the recruitment process.

The Bureau drives its reconciliation efforts through its business activities, services, programs and stakeholders, whilst ensuring we have a deeper understanding of our organisational context and influence. Our [Innovate Reconciliation Action Plan 2025-2027](#) outlines the delivery of these activities, and the ways we will hold ourselves to account for them.

We recognise the need for our workforce to reflect the community we serve and provide an inclusive environment that respects and values diversity and is described in our [Diversity and Inclusion commitment](#).

The Bureau offers flexible working options, reasonable workplace adjustments and an Employee Assistance Program (EAP). Should you have any questions or experience any difficulties with applying online, please contact us via email on BOMCareers@bom.gov.au.

Integrity in the Bureau

Integrity is deeply important to our work in the public service. It underpins the trust of the Australian public, who rely on us to serve their interests and deliver the best outcomes. It's a great privilege to serve the public, and with this privilege comes a responsibility to act with the highest standards of integrity.

Everyone has a role when it comes to integrity, as individual integrity informs the Bureau's pro-integrity culture. Integrity directly aligns with our Strategy in our values and behaviours to act with trust, honesty and reliability.

Employee behaviours and conduct

The Australian community expects the highest standards of behaviour from its public servants. These standards of behaviour are detailed in Section 13 of the PS Act and are referred to as the Code.

The Code requires that Bureau employees at all times behave in a way that upholds the APS Values, the APS Employment Principles, and the integrity and good reputation of the Bureau and the APS (PS Act, s 13(11)).

The Code forms the legal basis for the Bureau taking disciplinary action against an employee. Section 15(1) of the PS Act sets out the sanctions that can be imposed when employees are found to have breached the Code.

To find out more about the employment conditions at the Bureau, please refer to the Bureau of Meteorology [Current Enterprise Agreement](#).

The Bureau acknowledges the Traditional Owners and Custodians of Country throughout Australia and acknowledges their continuing connection to land, sea and community. We recognise the continuation of cultural and weather knowledge practices of First Nations people.
