

JOB PROFILE FORM

1. JOB DETAILS

WAP (Admin ONLY):

Position Title: Treatment and Land Manager

Division: Delivery Planning and Optimisation

Group: Asset Services

Reports to (Role Title): Delivery Planning and Optimisation Divisional Manager

Number of Direct Reports: 8

Budget Mgt Accountability (Opex & Capex Amounts): Per the Who Can Authorise Register

2. WHAT DOES THIS JOB DO?

Job Purpose:

Lead the planning, optimisation and readiness of programs and projects, translating service and investment priorities into executable, risk-based and value-driven programs. This role ensures maintenance and renewals planning are insight-led, reliability-centred, and fully integrated with delivery and operational realities. The role is pivotal to shaping resilient, reliable and future-ready systems through tactical asset management, program design, and continuous improvement. Working collaboratively across functions, they align planning and delivery efforts to meet regulatory, customer, and performance expectations — now and into the future.

This role also oversees tactical planning for responsive and urgent works that mitigate operational risks, while serving as a key referral and support point for broader business and customer enquiries and approvals.

Responsibilities (20 dot points or less):

Accountability

Lead the consistent and optimised delivery planning activities for

- Program-ready, integrated, deliverable, and value-aligned programs of work.
- Optimised maintenance and renewal plans
- Contribution to whole-of-system optimisation through active cross-functional collaboration.
- Strategic, contemporary and adaptive leadership in a dynamic environment with critical outcomes.
- Champion the continuous utilisation and maturation of the Asset Management Framework (AMF) to help drive evidence-based planning, optimise asset lifecycle outcomes, and ensure reliable, resilient water and sewerage services for current and future customers.
- Champion the honouring and healing of Country by embedding cultural knowledge into planning and decision-making, and fostering respectful, ongoing collaboration with Traditional Custodians of the lands on which our services are delivered.

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Treatment & Land: Recycled water and sewer treatment plants, lagoons, natural assets planning and land-based infrastructure — including environmental, safety and compliance performance.

Responsibilities

- **Program planning and readiness**
 - Service and investment plans, optioneering and early business cases are transformed into prioritised, scoped, and sequenced delivery programs.
 - Prepare integrated, risk-based programs ready for delivery by internal teams or external contractors.
 - Resolve sequencing, delivery logic and resourcing constraints in collaboration with peers and delivery partners.
- **Maintenance Optimisation**
 - Lead the optimisation of maintenance strategies using asset condition, performance, and criticality data.
 - Embed reliability-centred maintenance practices to optimise asset longevity, address responsive work, and enhance customer outcomes.
- **Collaboration and integration**
 - Lead the integration of programs from an optimised, efficient and effective delivery lens.
- **Interface management**
 - Collaborate proactively across all the service streams to resolve overlaps, align interventions and jointly plan for integrated system outcomes.
 - Maintain strong integration with service delivery teams, customer insights, maintenance and operations to ensure feedback and real-world insights shape program development.
 - Actively manage interfaces with the wholesaler, coordinating on shared assets, approvals, and joint works programs.
 - Engage across technology, SCADA/IoT and asset systems teams to enhance visibility, automation, and decision-making.
- **Asset Management Framework, investment prioritisation and decision support**
 - Ensure the Asset Management Framework (AMF) is used effectively to help drive evidence-based planning and optimise asset lifecycle outcomes.
 - Contribute to the upkeep of relevant AMF artefacts to enable effective asset management (eg. Asset Class Plans, Standards...etc)
 - Work across the lifecycle and with relevant partners to ensure plans reflect realistic asset needs, prioritisation frameworks, and investment timing.
 - Ensure the alignment of tactical decisions (e.g. renewals, upgrades, optimisations) with service and investment plans and value drivers.
- **Leadership and development**
 - Lead, coach and develop a multi-disciplinary team of planners.
 - Build planning capability across tactical asset management, stakeholder engagement, and integrated program design.
- **Continuous improvement**

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- Continuously improve delivery planning processes, tools and decision frameworks.
- Drive innovation in program development, sequencing, and maintenance strategy.
- Share lessons learned and performance data to influence upstream investment planning.

3. WHAT ATTRIBUTES ARE REQUIRED TO UNDERTAKE THIS JOB?

3A. WHAT KEY SKILLS OR EXPERIENCES ARE REQUIRED TO COMPLETE THIS JOB?

Skill/ Experience	Level of Skill/ Experience i.e. Basic / intermediate/ Advanced	Years of Experience
Demonstrated understanding of Asset Management and Reliability principles relating to assets under Manager's remit.	Intermediate	
Demonstrated ability to transform approved Service and investment plans and business cases into deliverable programs and projects.	Advanced	
Demonstrated knowledge, experience and competency in providing engineering solutions to problems associated with assets under the Team Manager's remit.	Intermediate	
Demonstrated understanding of quality, environmental and risk management as it relates to the function of the relevant team that the Team Manager manages.	Intermediate	
Demonstrated understanding and application of relevant Failure Mode analysis methodologies relating to assets under the Team Manager's remit.	Intermediate	
Demonstrated ability to lead and motivate teams	Advanced	
Demonstrated ability to coach and mentor team members	Intermediate	
Demonstrated ability to manage Team and Staff Performance	Intermediate	
Demonstrated ability for interpersonal and negotiation skills	Intermediate	

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Demonstrated ability for procurement, program and project management	Intermediate	
Demonstrated ability for determining, analysing and reporting key performance metrics	Intermediate	
Demonstrated acumen for Financial Budgeting and resource allocation	Advanced	
Demonstrated ability to be adaptive and adjust to changes in conditions and circumstances	Advanced	

3B. WHAT DEVELOPMENT BUILDS THE CAPABILITY FOR THIS ROLE?

PEEPS will capture training or certifications that a person requires to undertake their job activities. When completing this section, do not only consider performance effectiveness, but also consider auditing and safety compliance requirements. When a person is associated with a job, but does not have the required skills, the manager and person will be notified.

Qualifications / Certificates	Mandatory/ Highly Desirable/ Suggested?	Method of Training (e.g. certificate, ticket, observation, on-the-job etc....)	Renewal Required (Y/N/Unsure)	Renewal Frequency (e.g. Never, 1 year, 5 years etc....)
Tertiary qualification in engineering, science or related field	Mandatory			

3C. WHAT ARE THE CRITICAL PERSONAL ATTRIBUTES REQUIRED FOR THIS JOB?

Personal Attributes <i>i.e., such as resilience, emotional intelligence</i>	Resilient Empathy Results Focused Strategic thinker Problem solver Flexible Adaptable Pragmatic
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3D. WHAT ARE THE KEY PHYSICAL, PSYCHOLOGICAL OR ENVIRONMENTAL REQUIREMENTS OF THE ROLE?

Key requirements <i>i.e. required to lift heavy boxes, repetitive work, dealing with irate customers</i> <i>Note: some field-based roles will need to complete additional requirements for the role</i>	Hybrid working - meeting stakeholders, leaders and impacted teams at the Mitcham office and at other sites as directed (e.g. treatment plants) to build a strong understanding of the YVW "business" and to develop effective relationships with stakeholders.
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	This role may require out of business hours responses due to the nature of the role and the operational requirements.
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4. WHAT CAREER PATH IS POSSIBLE IN THIS ROLE

PEEPS will hold career path information for jobs within the organisation. This will feed into the PEEPS career and succession planning functionalities. For this job, consider what jobs within the organisation precede and proceed this from a career pathways perspective. Feel free to enter more than one job.

Role before (Name, Team, Division)	
Role after (Name, Team, Division)	

5. CHECKPOINT

Is this a <i>Critical Worker</i> role requiring an AusCheck	☒ No ☐ Yes
Does this role require	☒ Police check ☐ Working with children ☐ Victorian Drivers License
Comments	