

## Position Description

### Position Details

<b>Position Title</b>	Team Leader Water Quality
<b>Employment type</b>	Full-Time
<b>Pay Band</b>	4
<b>Location</b>	Mildura
<b>Direct Reports</b>	Two
<b>Reports to</b>	Manager Water Quality and Environment
<b>Delegated Authority</b>	E

### Organisational Context

Lower Murray Water (LMW) is a large regional organisation servicing diverse communities across the region, stretching from Kerang to the South Australian border. A unique organisation, LMW operates both urban and rural water and sewerage businesses which support domestic and commercial customers from households through to large-scale irrigation operations. As a leader within the region, LMW has established itself as a major contributor to enhancing regional prosperity, directly impacting social, environmental, and economic benefits.

We operate within a dynamic industry with significant challenges requiring an innovative, integrated, and strategic approach and our vision is to provide a healthy, sustainable water future underpinned by our culture of performance excellence and a close partnership with our employees, customers, and communities.

### Our Values

LMW's Values have been developed by our people and set guidelines for how we will behave in the workplace.

**Deliver** – We strive to deliver the best service to our community and ensure they have secure and reliable water and waste management services.

**Grow** – We strive to continuously develop, learn, and grow both individually and as an organisation.

**Respect** – We celebrate uniqueness and provide an inclusive culture for all.

**Collaborate** – We are a collaborative workplace that provides a supportive, friendly working environment.

**Safe Work Done Well** – We promote a Safety culture which prioritises physical and mental health and wellbeing.

## Position Summary

The Team Leader, Water Quality is responsible for leading the development, implementation, and oversight of Lower Murray Water's Drinking Water Quality Management Plan (DWQMP), ensuring compliance with relevant legislation and guidelines to deliver safe and reliable drinking water. This role provides technical expertise across the organisation, supports operational teams, and contributes to risk management and regulatory compliance across water treatment and reticulation systems.

## Key Responsibilities

The Team Leader Water Quality is responsible for:

- Complying with all applicable occupational health and safety (OH&S) laws, regulations, and policies, as well as environmental protection laws and policies.
- Leading the development, implementation, maintenance, and review of the Drinking Water Quality Management Plan in accordance with the Safe Drinking Water Act 2003, Safe Drinking Water Regulations 2025, and Australian Drinking Water Guidelines.
- Overseeing regulatory and operational testing and reporting for Water Treatment Plants.
- Providing technical expertise and support across business units, particularly Urban Water operations.
- Managing water quality risks to ensure service levels and regulatory compliance across treatment plants and reticulation systems.
- Supporting operational teams during Blue Green Algae (BGA) season, including sample collection and testing.
- Delivering training and education on drinking water quality to internal stakeholders.
- Promoting collaboration and continuous improvement across the organisation.
- Assisting with audits, inspections, and reporting to regulatory bodies.
- Participating in emergency response planning and implementation related to water quality incidents.
- Complying with all applicable occupational and safety (OH&S) laws, regulations and policies, as well as environmental protection laws and policies.
- Ensure compliance with Trade Waste By-Laws and Agreements.

## Key Behaviours

**Professionalism:** Maintaining a positive attitude, being punctual and reliable, showing empathy and understanding in our interactions and respectful, and following workplace policies and procedures.

**Integrity and honesty:** Being open and transparent when making decisions, giving honest and supported advice, exercising power in a fair and reasonable way and addressing unacceptable behaviours in the workplace

**Collaboration and cooperation:** Actively participating in teamwork, sharing ideas and working together towards shared goals and objectives.

**Inclusivity and diversity:** Valuing and respecting diversity, treating everyone with fairness and equality, promoting an inclusive and welcoming environment.

**Coaching others:** assist, challenge and encourage others by sharing knowledge, skills and/or experience to help individuals improve performance and achieve goals

## Skills and Experience

- Tertiary qualifications in a Science/Engineering related discipline or demonstrated experience in a related field (highly desirable).
- Demonstrated experience in water quality management and regulatory compliance.
- Technical knowledge of water treatment processes and relevant legislation.
- Ability to manage risk and drive continuous improvement.
- Excellent leadership, interpersonal and communication skills with the ability to effectively consult and negotiate with staff, customers, and external organisations to achieve desired outcomes.
- Strong organisational and project management skills.
- Well-developed analytical, conceptual and evaluation skills including demonstrated ability to quickly assimilate new concepts and information.
- Proven background in providing coaching and support to other leadership roles.
- Demonstrated understanding of environmental, safety and quality management systems.
- From time to time, work outside business hours to deliver on deadlines will be required.
- May be required on occasions to travel and work at other locations requiring overnight stays.

## Compliance Requirements

Driver's License

Criminal background check

Confirmation of fitness for work

Vaccinations for Hepatitis A, Hepatitis B and Q fever.

**Signatures:** We certify that the content of this position description is accurate:

Position Holder:

Date:

Signature:

General Manager:

Date:

Signature:

Managing Director:

Date:

Signature: