

Position Description

POSITION TITLE: Treatment Plant Operator – Swan Hill/Piangil	REPORTS TO: Leading Hand Operations – Swan Hill
Pay Band: Band 1-2 (depending on qualifications, skills and experience)	
ORGANISATIONAL CONTEXT	
<p>Lower Murray Water (LMW) operates along the Murray River, from Kerang to the South Australian border, in the municipalities of Gannawarra, Swan Hill and Mildura. We provide this extensive region with urban water and sewerage treatment, supply and disposal; river quality water for stock and irrigation; and collection and disposal of subsurface irrigation drainage. Our goal is to contribute to the economic, social and cultural development of our region and its many communities with environmentally responsible and sustainable water management.</p>	
PRIMARY OBJECTIVES	
<p>The Treatment Plant Operator will achieve success in the following objectives:</p> <ul style="list-style-type: none"> • Participating in a safety culture within all teams within Lower Murray Water is crucial in achieving the safety-first culture. • Operation of treatment plants, ensuring water, wastewater assets are operated and maintained in a safe, reliable and efficient manner including trouble shooting treatment plants issues and optimisation of treatment processes in the Swan Hill and Kerang region. • To foster a positive, engaged and high performing organisational culture, as well as ensuring positive relationships across the business and with external stakeholders and our customers. • Utilise and share technical expertise across all Lower Murray Water in particular all treatment plant operations in the Swan Hill and Kerang region. • Perform operational treatment plant checks and laboratory sampling and testing to manage and optimise the treatment processes. • Assist in the monitoring, testing and sampling of trade waste including liaising with customer need for actions and maintaining of data. • Sampling & testing of water and wastewater. 	

KEY ACCOUNTABILITIES		
KEY RESULT AREA	MAJOR ACTIVITIES	PERFORMANCE INDICATORS
Leadership	<ul style="list-style-type: none"> Promotion of a culture that encourages risk discussions by integrating Risk Management into normal business practices. Participation in the implementation of team strategies. Guidance and advice is provided to other Operational staff on sound operational practices. 	<ul style="list-style-type: none"> Operations Team strategies are followed and adhered to. The Operations team's goals and objectives are represented as directed. Operational guidance supplied meets competency standards and recognised requirements.
Customer	<p>Internal:</p> <ul style="list-style-type: none"> Team Leader Operations (Swan Hill & Kerang) Operations Leading Hands Operations Teams Senior Manager Planning and Service Delivery General Manager Service Delivery and Operations Engineering staff People, Safety and Wellbeing Team Water Quality and Environment Team Strategy and Communications Team <p>External:</p> <ul style="list-style-type: none"> LMW Customers Industry Bodies (Vic Water, Water Research Aust) Other Water Corporations Consultants and Contractors 	<ul style="list-style-type: none"> Delivery of safe, compliant and aesthetically pleasing drinking water. Participation in annual succession plans and individual performance and development plans in accordance with LMW's talent management framework. Support other staff and undertake training and professional development linked to organisational needs and aligned to performance and development plans and business planning processes. Provide fair, honest and constructive feedback to all key stakeholders to foster a constructive culture.

KEY ACCOUNTABILITIES		
KEY RESULT AREA	MAJOR ACTIVITIES	PERFORMANCE INDICATORS
Safety	<ul style="list-style-type: none"> • Demonstrate a safety first culture. • Identify, assess and manage emerging and current operational risks across all operational sites in particular both the Treatment Plants. • Active participation in the Global Safety Index (GSI) survey. • Ensure that LMW provides a safe workplace that is free of harm from all forms of bullying, harassment and discrimination. 	<ul style="list-style-type: none"> • Work is conducted in accordance with LMW Safety Management System at all times in a safe and compliant manner. • Completing risk assessments and participation to the development of the risk based operations. • Provide a safe place to work including mentally and physically free from harassment.
Environment	<ul style="list-style-type: none"> • Contribute to LMW providing an environmentally friendly workplace. • Demonstrate and comply with the General Environmental Duty (GED) in accordance with Part 3.2 of the EPA Act 2017 by integrating risk management into normal business practice. • Compliance with EPA Act 2017, LMW policies and procedures as required to support best practice. 	<ul style="list-style-type: none"> • Minimizing the risk of harm to human health or the environment from pollution or waste by minimising those risks, so far as reasonably practicable / resources and delegation. • Use and maintenance of plant, equipment, processes and systems in a manner that minimises risks from pollution and waste. • Use and maintenance of risk management systems. • The handling, storage and transportation of substances in a manner that minimises risk. • Completion of training and transfer of knowledge relevant to upholding the General Environmental Duty.
Efficiency	<ul style="list-style-type: none"> • Identify, consult and implement innovations and efficiencies in the Treatment Operations. • Transparent operations and team engagement. • Operate, maintain and organise repairs to the Swan Hill and Piangil water treatment plants. • Plan and assist with programmed and reactive maintenance, repair and replacement of water treatment infrastructure to the required standards. • Ensure all records relevant to ongoing maintenance and repairs, and to non-scheduled repairs on the plants are carried out. • Maintain tools, equipment and plant, in a safe, clean and serviceable condition in accordance with recommended practices. • Ensure the undertaking of water sampling, testing, blue green algae monitoring and environmental management programs within the operation of both treatment plants is carried out. 	<ul style="list-style-type: none"> • Positive trends are being shown in preventative maintenance reports. • Gaps between current and ideal service levels are identified and strategies developed for improvement wherever required. • Data reporting is being completed as per organisational requirements at a satisfactory level in a timely and accurate manner. • Efficiencies and innovations that improve LMWs cost effectiveness are implemented as per organisational requirements. • Share and consult with other LMW treatment plant operators to achieve successful operations. • Assist and support Water Quality & Environment teams and operational staff across LMW in the carrying out trade waste tasks as directed.

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	<ul style="list-style-type: none"> Assist in the management of trade waste, including assessment, approval, monitoring, and enforcement, in conjunction with the Trade Waste Compliance Officer. Ensure the Monitoring and optimising of chemical dose rates and chemical stock requirements are sufficient. Perform routine treatment plant checks, including monitoring of SCADA alarms and trends. Complete all operator tasks generated by the works order system on time and with completed records. Maintain the control building and treatment plants in a clean, safe and tidy state. Perform routine laboratory sampling and testing of water to ensure successful plant operations. Perform weekend, on-call duties and shift work to meet organisational requirements. Willingness to undertake training and further development as required. 	
Capital	<ul style="list-style-type: none"> Ensure procurement requirements and LMW's policies and procedures are met. Participation of ongoing maintenance schedule of LMW's 10 year capital works program. Assist in asset renewal plan development. High level input and guidance into capital design and delivery. 	<ul style="list-style-type: none"> Procurement is undertaken in accordance with the Victorian Public Services Commission (VPSC) guidelines and LMW's policies and procedures. LMW capital works program has been developed in collaboration with other stakeholders and deliverables are clearly articulated so as to guide the deliverables for the Operations group. Asset renewal plans have been developed in collaboration with key stakeholders and assets are managed in line with best practice principles.

LEVEL OF AUTHORITY
Delegation Category G as per the current Instrument of Delegation.
NUMBER OF REPORTS
Direct Reports: Nil
SKILLS AND BACKGROUND REQUIREMENTS
<p>Formal qualifications:</p> <p>Required:</p> <ul style="list-style-type: none"> • Certificate III in Water Treatment/Water Industry Operations or the willingness to complete Certificate III in Water Treatment/Water Industry Operations. <p>Desirable:</p> <ul style="list-style-type: none"> • Certificate IV in Water Treatment in the national water training package. • Experience in Water Treatment/Water Industry Operations. • Trade experience in plumbing, building, mechanical and/or trade waste fields. <p>Leadership:</p> <ul style="list-style-type: none"> • Previous operational experience of maintenance on Water and Wastewater Treatment Plants and water, sewage, irrigation and drainage. pumping stations or demonstrable equivalents. • Works well in a team environment. <p>Customer:</p> <ul style="list-style-type: none"> • Demonstrated experience in developing strong professional relationships to ensure organisational objectives are met. <p>Safety:</p> <ul style="list-style-type: none"> • Experience operating in safety systems that provide support, guidance and continuous improvement for LMW staff and stakeholders. <p>Environment:</p> <ul style="list-style-type: none"> • Comply with the General Environmental Duty (GED) in accordance with Part 3.2 of the EPA Act 2017 by integrating risk management into normal business practice. <p>Efficiency:</p> <ul style="list-style-type: none"> • Experience achieving agreed performance targets and providing efficient operational and maintenance systems. • Computer skills.

Capital:

- Willingness in providing input into Capital or Infrastructure strategic plans

Compliance Requirements:

- Driver's license.
- Compliance with criminal background checks.
- Confirmation of fitness for work.
- Willing to undergo vaccination in accordance with LMW's Infectious Diseases & Vaccination Procedure

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

Position holder:

Date:

Signature:

General Manager: **Darren Raeck**

Date:

Signature:



Managing Director: **Paul Northey**

Date: **08/04/2025**

Signature:

