

Position Description

Position Details

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| Position Title | Team Leader Environment |
| Employment type | Full Time |
| Pay Band | Band 5 |
| Location | Mildura |
| Direct Reports | Three |
| Reports to | Manager Water Quality & Environment |
| Delegated Authority | Category 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 the guidelines of 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 Environment leads Lower Murray Water's Environmental team, ensuring compliance with the Environment Protection Act 2017 and EPA Victoria Regulations.

The role manages the Environmental Management System, Risk Management and Monitoring Plans, and Health and Environment Plans. It oversees waste management practices and supports operational and capital projects to meet regulatory obligations. The position provides technical expertise, promotes environmental sustainability, and fosters a safety-first culture. It engages internal teams and external stakeholders including regulators, consultants, and cultural communities.

Key Responsibilities

The Team Leader Environment is responsible for:

- Complying with all applicable occupational and safety (OH&S) laws, regulations and policies, as well as environmental protection laws and policies.
- Develop, implement, and maintain the corporations Environmental Management System consistent with the principles of ISO14001.
- Oversee the development and implementation of Risk Management & Monitoring Plan and Health & Environment Plans for reuse and biosolids.
- Development and ongoing management of environmental risks and maintain the risk register.
- Implement and maintain the LMW Environmental Management System including risk register and action plan, reporting, environmental training, advice and reporting on environmental incidents.
- Assisting with audits, inspections, and reporting to regulatory bodies.
- Participating in emergency response planning and implementation related to environmental incidents.

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 qualification in Science/Engineering/Environmental related discipline or demonstrated experience in similar role.
- Experience managing Environmental Management Systems, EPA guidelines and Regulations, Risk management and control.
- Experience in developing Risk Management & Monitoring Plans, Health and Environment Management Plans and waste management plans.
- 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: