

Position Description

Position Details

Position Title	Team Leader – Strategic and Asset Planning
Employment type	Permanent (Full-Time)
Pay Band	Band 7, Level 1
Location	Mildura
Direct Reports	7
Reports to	Manager Infrastructure Planning and Delivery
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 Strategic and Asset Planning leads the development and integration of strategic infrastructure planning and asset management within the Infrastructure Planning and Delivery Team at LMW.

The role is responsible for establishing and embedding the Asset Management Accountability Framework (AMAF) in alignment with ISO 55001 standards, and for coordinating the delivery of professional asset management services across the organisation. This includes the development, implementation, review, and continuous improvement of asset management policies, frameworks, strategic asset management plans, asset class plans, and associated documentation, as well as monitoring, auditing, and reporting compliance with the AMAF.

The role provides leadership in the planning and review of maintenance, inspection, condition monitoring, renewal, upgrade, and decommissioning programs across Water, Sewerage, Irrigation, and Drainage infrastructure. It ensures the quality, governance, and effective use of asset data to support short and long-term decision making, capital investment planning, performance monitoring, compliance, and continuous improvement. The position also leads the review and development of short and long-term infrastructure strategies and master plans that underpin capital works programs and future pricing submissions.

The Team Leader works closely with operational and project delivery teams to deliver safe, efficient, and customer focused infrastructure outcomes, while growing the maturity of asset strategies, asset management planning, and technical capability across the organisation.

The role leads and develops a small team of technical staff and supports the Manager Infrastructure Planning and Delivery by providing strategic advice on strategic planning, asset selection, capital prioritisation, budget development, and adoption of industry best practice.

Key Responsibilities

The Team Leader Strategic and Asset Planning is responsible for:

1. Lead strategic asset planning for Water, Sewerage, Irrigation and Drainage services, including the development of short and long-term asset strategies, asset management plans, and prioritised asset renewal, upgrade, and decommissioning programs.
2. Lead the review and development of master plans and infrastructure strategies to ensure alignment with growth forecasts, service obligations, efficiency standards, and regulatory requirements, including ESC pricing submissions.
3. Developing and managing the rolling capital works plan, including project identification, assessment, and prioritisation.
4. Implement and continuously improve the Asset Management Accountability Framework (AMAF) to deliver measurable business benefits, drive asset management maturity, and embed risk-based decision making across LMW.
5. Ensure asset data, systems, and tools (including IPS, GIS and related platforms) are effectively managed, analysed, and leveraged to support planning, maintenance, capital investment, compliance, performance monitoring, and continuous improvement.
6. Develop, review, and optimise preventive maintenance, inspection, condition monitoring, and asset renewal/replacement programs to improve efficiency, service outcomes, and risk management.
7. Work collaboratively with operations and project delivery teams to support asset selection, acquisition, and development of an integrated, prioritised capital works program with robust design lives, cost estimates, and technical standards.
8. Provide technical leadership and engineering advice across Infrastructure Services, including support for operational issue resolution, capital planning, asset management, maintenance practices, and development of technical specifications and standards.
9. Build organisational capability by growing asset management maturity, engineering knowledge, and best practice adoption across Infrastructure Services and the wider business.

10. Lead, coach, and mentor a team of technical staff, managing workloads, projects, change initiatives, and innovation to achieve effective and timely outcomes.
11. Support the Manager Infrastructure Planning and Delivery and the broader organisation by contributing to business development opportunities, providing design and technical input, undertaking development application assessments, liaising with external stakeholders, and developing and maintaining hydraulic models.

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

- Recognised tertiary qualification in Civil or Mechanical Engineering (or equivalent), with proven experience in an engineering or technical leadership role, preferably within the water industry.
- Desirable - current certification in Asset Management or The Asset Management Council accredited qualifications.
- Demonstrated ability to lead, develop and support direct and indirect reports in a technical environment, fostering a culture of collaboration, safety and continuous improvement.
- Strong understanding of engineering principles, with the capability to interpret, review and clearly communicate complex technical information to diverse internal and external stakeholders, both verbally and in writing.
- Proven experience in problem analysis, critical thinking, and the application of design and systems thinking to develop practical, fit for purpose engineering solutions, supported by a sound understanding of risk assessment principles and their application in engineering design and project planning.
- Demonstrated experience in driving continuous improvement within asset management, including effective reporting, data capture, and the use of digital solutions for sharing and managing asset information.
- Proficient in the use of project management tools (e.g. Microsoft Project) to plan, monitor and report on project delivery against time, cost and quality targets.
- Proven ability to work collaboratively and build productive relationships with internal teams, consultants, contractors and other stakeholders to achieve organisational objectives.
- Strong commitment to Health, Safety and Wellbeing and the principles of Equal Employment Opportunity

Compliance Requirements

- Driver's License
- Criminal background check
- Confirmation of fitness for work

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

Position Holder:

Date:

Signature:

General Manager:

Date:

Signature:

Managing Director:

Date:

Signature: