



**LOWER MURRAY
WATER**

Position Description

Position Title	Leading Hand – Land and Livestock
Employment type	Full-Time
Pay Band	Band 2
Location	Mildura
Direct Reports	Farm Hand
Reports to	Team Leader Environment
Delegated Authority	Category G

Position Summary

Class C recycled water from the Mildura Wastewater Treatment Plant is used onsite as part of an irrigation and dryland farming enterprise involving the production of trees, fodder crops and prime lambs on a 189 ha property owned by LMW.

The Leading Hand will oversee the daily operations of the farm. This involves integrated farming in compliance with Environment Protection Authority Operating Licence conditions. The role will focus on all aspects of farming including the sustainable application of recycled water, sheep husbandry, pasture management, soil health, maintenance of farm equipment, and the operation and maintenance of irrigation infrastructure.

This position also coordinates effective planning and administration within the Land and Livestock team to enable the team to achieve operational and strategic outcomes while managing resources and potential risks.

This role requires strong people management skills and promotes practices that align with Lower Murray Water's organisational values. Additionally, the role is accountable for collaborating with other teams across the organisation to achieve wider business outcomes and ensure consistency across LMW.



Vision:

A thriving future where water sustains people, nourishes land and enables prosperity



Purpose:

To realise the full value of water for healthy people and productive landscapes

Our Values:



Deliver



Grow



Respect



Collaborate



Safe Work Done Well

Key Responsibilities

1. Complying with all applicable occupational and safety (OH&S) laws, regulations and policies, as well as environmental protection laws and policies.
2. Complying with all applicable occupational and safety (OH&S) laws, regulations and policies, as well as environmental protection laws and policies.
3. Coordinating a livestock program focused on ensuring the health, welfare, and productivity of sheep, as well as adhering to relevant legislation and standards for managing animal welfare and biosecurity risks.
4. Oversee the sustainable management of pastures including rotational grazing, selecting and replanting crops, paddock restoration, and maintaining soil health.
5. Implementing farm operational activities in accordance with Health and Environmental Management Plan, Farm Management Plan, and other wider business plans and strategies.
6. Oversee maintenance activities across the farm, including fencing, irrigation infrastructure, and servicing or upgrading machinery and equipment, while effectively budgeting to estimate expenditures and manage resources to achieve key operational objectives.
7. Complete relevant administrative functions while adhering to all systems, policies, and procedures of Lower Murray Water
8. Supporting environmental monitoring and reporting, while leading record keeping related to recycled water reuse activities.
9. Leadership of the Land and Livestock team, including providing training, guidance and support to staff.
10. Liaising with internal and external stakeholders to ensure compliance with regulatory compliance, and to work collaboratively to deliver projects.
11. May be required to work seasonal overtime and support operations across sites, including irrigation, cropping, lambing, animal husbandry, and other farming duties at various Lower Murray Water locations, which may at times involve remote work and occasional overnight stays.
12. May be required to provide assistance to the Water Quality & Environment team as needed or directed.





Skills and Experience

- Demonstrated knowledge and experience in the operation of agricultural enterprises and/or several years of experience in a similar role; this will include extensive knowledge of farm management practices, particularly in sheep husbandry, pasture management, operation of irrigation infrastructure, and the operation and maintenance of farm equipment and machinery.
- Leadership skills with experience in leading people in a diverse and collaborative operational environment, and the ability to provide coaching and support to other roles.
- Experience providing input into financial planning and cost control within agricultural or operational programs.
- Proven record-keeping skills, with the ability to maintain accurate and up-to-date documentation related to farm operations and reclaimed water use.
- Basic computer literacy including Microsoft Office Suite (Word, Excel, Outlook) skills, with the ability to complete documentation, manage information, and support reporting tasks.
- Capacity to understand various Acts, Regulations, Standards, and Quality Assurance Processes associated with land and livestock management and the water industry.
- Knowledge of, or capacity to understand, risk management principles to identify, assess and manage risks associated with farm operational activities.
- Demonstrated commitment to safe work practices.
- Chemical Accreditation AQF-3 (desirable).
- Certificate III in Agriculture (desirable).

Compliance Requirements

- Driver's License
- Criminal background check Confirmation of fitness for work
- Vaccination for Hepatitis A, Hepatitis B, Tetanus and Q fever.
- White Card for Civil Construction.



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.

Signatures:

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

Position Holder:

Signature:

Date:

General Manager:

Signature:

Date:

Managing Director:

Signature:

Date:

