

Position Description

Position Title	Team Leader Civil Maintenance
Employment type	Full Time
Pay Band	Band 5
Location	Mildura
Direct Reports	3
Reports to	Senior Manager Operations
Delegated Authority	E

Position Summary

The Team Leader Civil Maintenance operates as part of the Operations Team to lead the delivery of civil maintenance activities across water, wastewater, irrigation and drainage assets. The role provides leadership, technical expertise and operational oversight to ensure assets are maintained safely, efficiently and in compliance with organisational and regulatory requirements.

Reporting to the Senior Manager Operations, the position is responsible for team leadership, asset management, budgeting, stakeholder engagement and contribution to strategic and capital planning.

Key Responsibilities

The Team Leader Civil Maintenance is responsible for:

- Leading and promoting a strong safety culture and ensuring compliance with WHS, environmental and quality requirements
- Providing leadership, coaching and technical support to staff to drive performance, capability and engagement
- Planning, coordinating and overseeing civil maintenance activities to ensure efficient and reliable asset performance
- Developing and implementing maintenance plans, lifecycle strategies and continuous improvement initiatives
- Managing budgets, monitoring expenditure and identifying opportunities for cost efficiencies and improved service delivery
- Supporting capital works and renewal programs through technical input, procurement processes and contractor oversight
- Building and maintaining effective relationships with internal and external stakeholders, including providing technical advice and customer support
- Monitoring, reporting and managing risks, incidents and operational performance to ensure service levels are achieved and improved



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





Skills and Experience

- Trade or technical qualification (e.g. Plumbing) or equivalent experience
- Experience in civil or water infrastructure maintenance
- Proven leadership experience in operational environments
- Strong knowledge of safety, environmental and quality systems
- Asset management and maintenance planning experience
- Financial and budget management capability
- Strong stakeholder engagement and communication skills
- Ability to lead continuous improvement and innovation

Compliance Requirements

- Driver license
- Criminal background check
- Confirmation of fitness for work, including q-fever vaccination, tetanus vaccination or willingness to obtain

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.





**LOWER MURRAY
WATER**

Signatures:

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

Position Holder:

Signature:

Date:

General Manager:

Signature:

Date:

Managing Director:

Signature:

Date:

Our Values:



Deliver



Grow



Respect



Collaborate



Safe Work Done Well