



Gippsland
Water

Join our team

Senior Asset Engineering Leader
Full time permanent

Position Description



About us

We provide services to more than 69,000 households and businesses across 43 towns, comprising a diverse, complex, and geographically dispersed asset base, with over 375 team members across eight departments.



So why choose us?

We exist to deliver reliable, high-quality water, wastewater and waste recovery services to ensure the economy and liveability of the central Gippsland region.

Our region is diverse which presents many challenges, and we play an important role in its ongoing stability and transition.

We're continuing to focus on:

- maintaining quality water and wastewater services for our customers at an affordable price
- our sustainable future and the future of the region, and
- the role we play in the future.

Our people

Our strategic priorities provide the direction and insight into how we will deliver on our vision, highlighting that our people play an integral role in our ability to achieve successful outcomes for our customers and the community.

We're committed to building a diverse and inclusive workplace and strongly encourage applications from experienced women and men, people with disabilities, LGBTIQ+, ATSI, culturally and ethnically diverse candidates to best represent and engage with communities we live and work in.

Our achievements

With a clear strategy, strong leadership and driving accountability in a consistent way across the business we've been able to drive a positive and constructive culture shift, and a sustained increase to employee engagement.

Our values

We take pride in partnering with the community in providing quality water and waste services so we can enjoy a healthy and sustainable Gippsland for generations to come.

Our values are:

- Safety and wellbeing
- Customer focussed
- Innovation
- Accountability
- Collaboration
- Integrity & Respect

What we have to offer

We are growing, innovative and committed to ensuring that Gippsland Water remains a great place to work. We do this by offering a flexible and stimulating workplace and investing in our people to enable us to adapt to the changing needs of our region.

But that's not all - it's also about freedom. We support our people to achieve their potential by providing the freedom to learn, explore and be true to their passion.

Interested to find out more?

For more information about our career opportunities and what we can offer you, please visit www.gippswater.com.au/careers

POSITION DETAILS

Position Title	Senior Asset Engineering Leader
Department	Assets
Reports to	Manager Asset Management
Direct Reports	4 (plus Graduates, Student Engineers and Interns)
Location	Traralgon
Employment Type	Full-time
Band	5

PURPOSE OF THE ROLE

Lead the development and continuous improvement of Gippsland Water's asset management framework, systems and practices to support the safe, reliable and sustainable delivery of water and wastewater services. The role provides strategic leadership for asset lifecycle planning, and asset management decision-making processes, enabling effective investment, risk management and long-term service outcomes for customers and the community.

KEY ACCOUNTABILITIES

The role is responsible for the following core accountabilities:

- Lead the development, implementation and continuous improvement of Gippsland Water's asset management framework, policies, strategies and asset management plans to support effective lifecycle management, informed decision-making and alignment with organisational objectives.
- Provide strategic leadership for asset planning, condition assessment, risk management and renewal decision-making to ensure assets continue to deliver safe, reliable and sustainable water and wastewater services to customers and the community.
- Develop and oversee asset renewal, rehabilitation and decommissioning programs, ensuring planning activities are effectively scoped and delivered to support long-term service performance, risk mitigation and value-for-money outcomes.
- Provide expert technical leadership and advice on asset management matters across the organisation, building capability and promoting consistent application of whole-of-life asset management principles.
- Lead and develop the Asset Engineering team, ensuring resources, capability and performance are aligned to deliver high-quality asset management outcomes and continuous improvement initiatives.

- Build and maintain effective relationships with internal stakeholders, consultants, contractors, regulators and industry partners to support collaboration, innovation and achievement of asset management objectives.
- Manage risks, compliance obligations and governance requirements associated with asset management activities, ensuring organisational decisions reflect legislative requirements, industry standards and recognised best practice.

SKILLS, KNOWLEDGE AND EXPERIENCE

Essential

- Significant experience in lifecycle asset management of water, wastewater or comparable infrastructure assets.
- Demonstrated experience developing and implementing asset management frameworks, strategies, policies and asset management plans aligned with recognised industry standards including ISO 55000.
- Strong knowledge of asset condition assessment, risk management, asset performance monitoring and renewal planning practices.
- Experience working with asset management information systems, GIS platforms and asset performance analysis tools.
- Demonstrated ability to engage, influence and build commitment amongst technical and non-technical stakeholders.
- Strong leadership capability and experience leading technical teams.
- Highly developed analytical, problem-solving and strategic planning skills.
- Excellent written, verbal and presentation communication skills.
- Sound understanding of financial, risk and governance principles relating to infrastructure asset management.

Desirable

- Experience in a senior asset management leadership role within the water industry, utilities or local government sectors.
- Postgraduate qualifications in engineering, asset management or a related discipline.
- Demonstrated experience leading organisational asset management maturity or improvement programs.
- Project and program management experience associated with major infrastructure renewal or capital investment programs.

QUALIFICATIONS AND MANDATORY REQUIREMENTS

Essential

- Degree qualification in Engineering or a related discipline.

Desirable

- Postgraduate qualification in Engineering, Asset Management or a related field.

Mandatory Requirements

- Police check
- Medical
- Driver licence

HOW PERFORMANCE IS MEASURED

Performance in this role is measured through:

- Asset management frameworks, plans and strategies are maintained and effectively implemented across the organisation.
- Asset renewal and rehabilitation programs support long-term service reliability, risk reduction and value-for-money outcomes.
- Positive stakeholder feedback regarding technical leadership, collaboration and asset management advice.
- Team capability, performance and continuous improvement objectives are achieved.
- Compliance, governance and risk management obligations associated with asset management activities are met.

