Gippsland Water

Join our team

Manager Strategic Asset Management
Full time

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 commited 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	Manager Strategic Asset Management
Department	Assets
Reports to	General Manager Assets
Direct Reports	2
Location	Traralgon
Employment Type	Full-time
Band	Manager Level 3

PURPOSE OF THE ROLE

Support the delivery of safe, reliable and sustainable water and wastewater services to the Gippsland community by leading Gippsland Water's strategic asset management framework and strategy, long-term asset planning, enterprise asset management capability and enabling investment decision-making.

The role provides strategic leadership and expert advice to optimise whole-of-life asset performance, enable informed and affordable investment decisions, strengthen organisational asset management maturity and support sustainable service delivery. The role ensures asset management practices appropriately balance risk, affordability, resilience, regulatory obligations and community expectations while supporting long-term organisational sustainability and financial performance. It also provides leadership in compliance with ISO 55000 and Victorian Government asset management requirements.

KEY ACCOUNTABILITIES

The role is responsible for the following core accountabilities:

Provide leadership to the Strategic Asset Management Team

- Lead, develop and support the Strategic Asset Management team to deliver high-quality outcomes by establishing clear objectives, building capability, fostering collaboration and promoting a culture of continuous improvement, accountability and evidence-based decision-making.

Provide Strategic Asset Management Advice

- Provide expert strategic advice and recommendations to the General Manager Assets, Senior Leadership Team and Board to support asset investment decisions, risk management, regulatory compliance and long-term company sustainability.

- Translate complex asset management, investment and risk-related issues into clear, practical strategies, plans and reporting that support informed decision-making by Executive and Board stakeholders.

Lead Strategic Asset Management Frameworks and Governance

- Lead the development, implementation and continuous improvement of Gippsland Water's asset management framework, strategies, policies, standards and systems to support effective stewardship of assets, alignment with ISO 55000 requirements, compliance with the Victorian Government Asset Management Accountability Framework and continual improvement of organisational asset management maturity. This includes leadership of annual Asset Management Accountability Framework health checks and support for the Victorian Government's three-yearly attestation process.
- Operate with a high degree of autonomy within corporate strategies, policies, and delegated authority.

Optimise Asset Performance and Investment

- Monitor, analyse and report on asset performance, condition, risk, lifecycle costs and levels of service to identify optimisation opportunities and support evidence-based decision-making for asset acquisition, maintenance, renewal, disposal and investment planning.
- Ensure recommendations appropriately balance service outcomes, risk exposure, affordability and sustainability objectives.

Lead long-term Asset Planning and Financial Sustainability

- Lead the development of strategic asset management plans, enabling long-term asset investment plans, business cases and financial models that balance levels of service, risk, regulatory obligations, affordability and whole-of-life asset costs.
- Provide strategic asset management inputs that support Gippsland Water's pricing submissions, long-term financial planning processes and investment prioritisation frameworks.

Support Enterprise Works Management

- Support and promote an enterprise-wide approach to works management by ensuring asset management strategies, investment priorities, delivery programs and organisational planning processes are aligned and support effective service delivery outcomes across Gippsland Water.

Foster Organisational Asset Management Capability

- Promote and embed asset management principles across Gippsland Water through effective stakeholder engagement, education and influence, supporting the consistent application of asset management practices, standards and decision-making frameworks across the organisation.

Manage Compliance, Risk and External Stakeholder Relatonships

- Maintain compliance with legislative, regulatory and organisational requirements, support internal and external audits, and represent Gippsland Water with regulators, industry bodies, consultants, contractors and government agencies on strategic asset management matters.
- Ensure asset management decisions and recommendations appropriately consider risk, affordability, resilience and long-term sustainability outcomes.

SKILLS, KNOWLEDGE AND EXPERIENCE

Essential

- Significant experience in strategic asset management leadership and goverance within the water industry or comparable asset-intensive industries.
- Demonstrated experience in the leadership and development of high-performing engineering teams.
- Strong understanding of ISO 55000 Asset Management Standards and contemporary strategic asset management practices.
- Advanced knowledge of the Victorian Government Asset Management Accountability Framework.
- Highly developed skills in developing strategic asset management plans and long-term investment programs.
- Well developed leadership of asset information capability including Asset Management Information Systems (AMIS) Geographic Information System, (GIS) and asset data governance.
- Significant experience in application of lifecycle costing, risk-based investment planning, financial modelling and asset investment prioritisation methodologies.
- Well developed skills in supporting organisational financial sustainability through long-term planning and investment decision-making.
- Highly developed stakeholder engagement, influencing and communication skills.
- Well developed ability to translate complex technical and asset management information into practical business outcomes and Board-level reporting.
- Strong analytical, conceptual and problem-solving capabilities.
- High level ability to influence strategic decision-making across a complex organisational environment.

Desirable

- Significant experience in a senior leadership role.
- Well developed project and program management experience.
- Detailed knowledge of water and wastewater infrastructure assets.
- Highly relevant experience across asset planning, design, construction, maintenance, renewal and disposal activities.
- Demonstrated competence supporting pricing submissions or regulated business planning processes.

- Significant risk management expertise within asset-intensive environments.

QUALIFICATIONS AND MANDATORY REQUIREMENTS

Essential

- Tertiary qualification in Engineering or related discipline, or equivalent substantial industry experience.

Desirable

- Postgraduate qualification in Engineering, Asset Management, Business or a related discipline, or relevant senior experience within the water industry or another asset-intensive industry.

Mandatory Requirements

- Police check
- Medical
- Driver licence

HOW PERFORMANCE IS MEASURED

Performance in this role is measured through:

- Effective implementation and continuous improvement of Gippsland Water's strategic asset management framework.
- Alignment of organisational asset management practices with ISO 55000 requirements.
- Successful completion of Asset Management Accountability Framework health checks and support of Victorian Government attestation requirements.
- Delivery of strategic asset management plans and long-term investment programs that support organisational objectives.
- Timely supply of infrastructure investment projects and programs to support our Price Submission and specific programs and projects to ensure our delivery programs are well supported.
- Quality, integrity and effectiveness of asset management information, analysis and reporting.
- Quality and effectiveness of Executive and Board asset management reporting and strategic advice.
- Achievement of asset performance, risk management and lifecycle optimisation objectives.
- Effective integration of asset management principles within enterprise works management and investment planning processes.

- Delivery of approved budgets and financial sustainability outcomes.
- Positive stakeholder feedback regarding strategic advice and service delivery.
- Successful completion of audit actions and compliance obligations.
- Improvement in organisational asset management maturity and capability.
- Development and performance of the Strategic Asset Management team.

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Gippsland Water