

POSITION DESCRIPTION

1. POSITION DETAILS

Position Title	Fire Tower Operator
Business or Service Unit	System Operation and Asset Maintenance
Position Manager	Catchment Management Officer, Fire
Position Location	Various

2. POSITION PURPOSE

Provide a vital link in the early detection of wildfires in the WaterNSW Special Area's and surrounding bushland to protect the WaterNSW land assets and environment whilst putting safety first.

3. KEY ACCOUNTABILITIES

- 1) Ensure all activities are undertaken with the safety of people as the number one priority and at all times role model safe behaviour.
- 2) During the declared bushfire season, ensure early detection and location of fires and report these without any time delay
- 3) Support wildfire response operations through the provision of weather data, fire behaviour and other observations and tasks as necessary.
- 4) To use WaterNSW communication systems and procedure's to protect WaterNSW land assets and the environment.
- 5) Monitor, collect data and recommend any actions on weather characteristics to protect WaterNSW land assets and the environment.

4. SIGNIFICANT EXTERNAL RELATIONSHIPS FOR WHICH THIS POSITION IS THE PRIMARY CONTACT

- Nil

5. AUTHORITY LIMITS

- As per *Standing Delegations* instrument from time to time.

RECRUITMENT GUIDE: FIRE TOWER OPERATORS

1. KEY COMPETENCIES

Individual Contributor	Team Leader	Manager	Executive
<p>Decision Making Identifying and understanding issues, problems, and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints, and probable consequences.</p>	<p>Decision Making Identifying and understanding issues, problems, and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints, and probable consequences.</p>	<p>Strategic Decision Making Obtaining information and identifying key issues and relationships relevant to achieving a long-range goal or vision; committing to a course of action to accomplish a long-range goal or vision after developing alternatives based on logical assumptions, facts, available resources, constraints, and organizational values.</p>	<p>Establishing Strategic Direction Establishing and committing to a long-term business direction based on an analysis of systemic information and consideration of resources, market drivers, and organizational values.</p>
	<p>Developing Others Planning and supporting the development of individuals' skills and abilities so that they can fulfil current or future job/role responsibilities more effectively.</p>	<p>Coaching Providing timely guidance and feedback to help others strengthen specific knowledge/skill areas needed to accomplish a task or solve a problem.</p>	<p>Coaching and Developing Others Providing feedback, instruction, and development guidance to help others excel in their current or future job responsibilities; planning and supporting the development of individual skills and abilities.</p>
<p>Active Learning Demonstrating zeal for new information, knowledge, and experiences; regularly seeking and capitalizing on learning opportunities; quickly assimilating and applying new information.</p>	<p>Selecting Talent Evaluating and selecting internal and external talent to ensure the best match between the individual and the work requirements.</p>	<p>Selecting Talent Evaluating and selecting internal and external talent to ensure the best match between the individual and the work requirements.</p>	<p>Building Organisational Talent Establishing systems and processes to attract, develop, engage, and retain talented individuals; creating a work environment where people can realize their full potential, thus allowing the organization to meet current and future business challenges.</p>
<p>Personal Growth Orientation Actively pursuing development experiences to improve interpersonal and business impact.</p>			
	<p>Delegating responsibility Allocating decision-making authority and/or task responsibility to appropriate others to maximize the organization's and individuals' effectiveness.</p>	<p>Delegating Responsibility Allocating decision-making authority and/or task responsibility to appropriate others to maximize the organization's and individuals' effectiveness.</p>	<p>Empowerment and Delegation Sharing authority and responsibilities with others to move decision making and accountability downward through the organization, enable individuals to stretch their capabilities, and accomplish the business unit's strategic priorities.</p>
	<p>Leading Through Vision and Values Keeping the organization's vision and values at the forefront of associate decision making and action.</p>	<p>Selling the Vision Vividly communicating a compelling view of the future state in a way that helps others understand and feel how business outcomes will be different when the vision and values become a reality.</p>	<p>Selling the Vision Vividly communicating a compelling view of the future state in a way that helps others understand and feel how business outcomes will be different when the vision and values become a reality.</p>
<p>Work Standards Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.</p>	<p>Driving for Results Setting high goals for personal and group accomplishment; using measurement methods to monitor progress toward goals; tenaciously working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement.</p>	<p>Driving for Results Setting high goals for personal and group accomplishment; using measurement methods to monitor progress toward goals; tenaciously working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement.</p>	<p>Passion for Results Driving high standards for individual, team, and organizational accomplishment; tenaciously working to meet or exceed challenging goals; deriving satisfaction from goal achievement and continuous improvement.</p>
<p>Managing work Effectively managing one's time and resources to ensure that work is completed efficiently.</p>	<p>Planning and Organising Establishing courses of action for self and others to ensure that work is completed efficiently.</p>	<p>Driving Execution Translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.</p>	<p>Driving Execution Translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.</p>
<p>Adaptability Maintaining effectiveness when experiencing major changes in work responsibilities or environment; adjusting effectively to work within new work structures, processes, requirements, or cultures.</p>	<p>Facilitating Change Encouraging others to seek opportunities for different and innovative approaches to addressing problems and opportunities; facilitating the implementation and acceptance of change within the workplace.</p>	<p>Leading Change Identifying and driving organizational and cultural changes needed to adapt strategically to changing market demands, technology, and internal initiatives; catalyzing new approaches to improve results by transforming organizational culture, systems, or products/services.</p>	<p>Leading Change Identifying and driving organizational and cultural changes needed to adapt strategically to changing market demands, technology, and internal initiatives; catalyzing new approaches to improve results by transforming organizational culture, systems, or products/services.</p>

2. MANDATORY KNOWLEDGE AND QUALIFICATION REQUIREMENTS

- Minimum of advanced firefighting training
- Current NSW driver's licence.

3. MANDATORY EXPERIENCE

- Be medically assessed as physically fit including good eyesight, ability to work at height and climb ladders.

4. EXPERIENCE THAT WILL BE VIEWED FAVOURABLY BUT IS NOT MANDATORY

- Ability to work in isolated areas unsupervised for up to 9 hours a day.
- Ability to read maps accurately and give accurate bearings and landmarks
- Experience in radio communication procedures.
- Ability to read weather monitoring devices and understand fire weather characteristics
- Ability to keep accurate records
- As required based on weather conditions, be willing and available to work a 1 in 3 week roster (7 days on / 14 days off) and where work may fall outside normal working hours.

5. KEY CHALLENGES

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