

# Position Description



## Water Quality Scientist

**Business Unit: Water & Catchment Protection**

**Reporting to: Manager Water Quality Programs**

### Position Purpose

To develop and manage sound scientific programs and projects, and specialist technical advice and tools to deliver water quality projects to meet client needs and put safety first.

### Key Accountabilities

1. **Safety:** ensure all activities are undertaken with the safety of our people as the number one priority and always role model safe behaviour.
2. **Values:** behave and make decisions in accordance with the WaterNSW Values at all times.
3. Manage science projects to ensure that allocated projects conducted by WaterNSW deliver the agreed scientific research and operational outcomes on time, within budget and fulfil the terms of project outcomes negotiated with clients.
4. Translate operational issues into scientific investigations and interpret complex outputs to produce succinct and meaningful strategic and operational recommendations.
5. Design projects and undertake science investigations as required within WaterNSW and external service providers to deliver operational outcomes for WaterNSW.
6. Investigate and interpret scientific literature and research findings to provide sound advice in relevant fields of scientific endeavour to inform policy and operational decisions on management of water quality to stakeholders in a timely manner.
7. Ensure laboratory and field experiments are robust and efficient. Evaluate, recommend and implement as required to meet client needs.
8. Analyse and interpret scientific data as required to provide advice on current and future water and catchment management issues to ensure customer and environmental needs are met.

### Key Challenges

- To manage and participate in water quality projects to ensure that work delivers the agreed and credible outcomes.

- Balance rigorous scientific method and the need for a long-term strategic approach with the short-term needs of projects and investigations which, due to knowledge gaps and uncertainty in the scientific knowledge base, will not have definitive scientific answers.
- Keep a watching brief on emerging issues in science relevant to WaterNSW to provide proactive recommendations to develop science projects for the benefit of our customers.

### Significant Internal Relationships

Stakeholder	Purpose of Relationship
<ul style="list-style-type: none"> <li>• Catchment Protection</li> <li>• Water Quality Services</li> <li>• Water Quality Modelling</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and undertake research to inform their management activities and provide advice as needed</li> </ul>

### Significant External Relationships

Stakeholder	Purpose of Relationship
<ul style="list-style-type: none"> <li>• Sydney Water</li> <li>• Water Research Australia</li> <li>• Universities/ specialist researchers</li> </ul>	<ul style="list-style-type: none"> <li>• Project collaboration and delivery</li> <li>• Leverage research agendas and priorities</li> </ul>

### Delegations, Financial Accountabilities & Freedom to Act

- As defined in the WaterNSW Financial Delegations as varied from time to time.

### WaterNSW Leadership & Performance Competencies

People	Level	
Communicating with Influence	C	<ul style="list-style-type: none"> <li>• Generates interest in complex ideas and concepts</li> <li>• Builds support by taking the time to educate and consult others</li> <li>• Uses storytelling effectively to meaningfully convey key messages</li> </ul>

Customer	Level	
Collaboration & Engagement with Customers and Stakeholders	C	<ul style="list-style-type: none"> <li>Proactively builds relationships internally and externally to positively impact the business</li> <li>Actively engages with customers and stakeholders to understand concerns and leverage opportunities for adding value</li> <li>Initiates and maintains extensive networks to enable the achievement of business objectives</li> </ul>
Partnering & Advice	B	<ul style="list-style-type: none"> <li>Engages in a productive dialogue with the customer to consultatively identify a solution</li> <li>Provides credible advice for customers based on an understanding of the underlying issue</li> <li>Knows when to draw on additional resources to provide appropriate support and advice for customers</li> </ul>

Business	Level	
Analysis & Problem Solving	B	<ul style="list-style-type: none"> <li>Defines the extent and cause of the problem through observation and investigation</li> <li>Knows when and how to source and use additional information to effectively diagnose the problem and determine suitable solutions.</li> <li>Considers all possible solutions and seeks input from subject matter experts where appropriate</li> <li>Takes necessary action to implement the identified solution</li> </ul>
Planning & Delivering Results	B	<ul style="list-style-type: none"> <li>Manages expectations and accepts accountability for deadlines, budget and outcomes</li> </ul>

		<ul style="list-style-type: none"> <li>• Delivers consistently to plans and focuses on the achievement of results despite obstacles</li> <li>• Implements quality assurance practices to ensure projects and activities are delivered to required standards.</li> <li>• Initiates action without prompting</li> </ul>
Safety & Risk Management	A	<ul style="list-style-type: none"> <li>• Follows policies and procedures relating to the work area</li> <li>• Identifies safety risks and hazards and implements appropriate controls</li> <li>• Identifies risks and seeks advice on risk mitigation approaches</li> <li>• Raises issues and concerns in relation to risks</li> </ul>

## Mandatory Candidate Requirements

### Qualifications:

- Tertiary qualifications in science or related field relevant to the position, preferably at postgraduate level.

### Knowledge:

- Specialised knowledge in one or more of the nominated fields:-
  - Water quality (physico-chemical)
  - Water quality (microbial)
  - Limnology
  - Statistics
  - Catchment and riverine hydrology or hydrogeology
  - Aquatic ecosystems

### Experience:

- Demonstrated experience in water resource and/or catchment management, with an emphasis on water quantity/quality.

## Favourable Candidate Requirements

- Project management.
- Drivers licence
- Boat/coxswain license

## Pre-Employment Checks Required

- Identification
- Qualifications
- Drivers Licence
- Pre-employment Medical
- Police Check