

Principal Environmental Scientist

About the position

Last Modified: 24 May 2024	
Group: Water and Environment Services	Job family: Science & environment
Manager's title: Environmental Assessment Team Manager	Manager once Removed's title: Environment & Heritage Services Senior Manager
Hours worked per week: As required	Primary work location: Parramatta
Flexibility options available: <input type="checkbox"/> Flexible hours of work (varied start and finish times) <input type="checkbox"/> Shift swapping <input type="checkbox"/> Rostered days off <input checked="" type="checkbox"/> Part time <input type="checkbox"/> Job share <input checked="" type="checkbox"/> Remote working (such as working from home)	
Number of direct reports: nil	Number of staff once removed: N/A
Pay Level: <input type="checkbox"/> Award Choose an item. <input checked="" type="checkbox"/> Individual Contract of Employment (ICE) 2	

Purpose of the role

Provide technical leadership of Sydney Water's Environmental Assessment expertise. This role leads the application of technical functions responsible for assessing environmental impacts and securing statutory approvals along the asset value chain, with predominant focus on asset creation business priorities. The role also provides expert technical support for strategic and operational business needs.

Section 1: Accountabilities

Direct and indirect reports (where applicable)

No direct reports.

Indirect technical assurance and supervisory accountabilities for less experienced team members and contractors.
Indirect accountability for specialist service providers (engaged as needed).

Safety and leadership expectations

Safety expectations:

- Comply with all health, safety and wellness requirements set by Sydney Water
- Ensure contractors conform with their Safety obligations and behaviours
- Actively participate in health, safety and wellbeing activities
- Exhibit visible safety leadership behaviours with all team members and contractors
- Support workplace safety and security measures.

Leadership expectations:

- Drive innovation and improvement of environmental assessment functions to benefit Sydney Water
- Demonstrate technical leadership and awareness of industry practice trends
- Support business performance reporting measures and improvements
- Monitor and adapt work methods to enable effective and timely delivery with available resources
- Role model our values & behaviours while fostering a constructive and supportive working environment
- Provide technical support to colleagues and quality assure work as required to meet business needs.

Accountabilities and deliverables

This role is responsible for ensuring the application of expert technical environmental assessment and approval capabilities that support business purpose, priorities and goals.

Technical Leadership expectations

- Lead determination of planning approval pathways and preparation of environmental assessments to achieve Environmental approvals for asset construction and renewal
- Make decisions using expert knowledge and professional judgement that balances cost, risk, outcome to achieve approvals and compliance in an efficient and sustainable way.
- Ensure consideration of stakeholder expectations within environmental assessments and approvals to minimise unplanned for delays, cost or additional studies.
- Apply professional practice insight, technical expertise and communication skills to positively influence and negotiate with environmental stakeholders and regulators
- Identify and implement continuous improvement within our environmental assessment and approvals processes
- Contribute to Environmental Management System improvements and conformance

Environment Assessment and Approvals

- Deliver environmental assessments and secure statutory approvals for assigned programs/projects along the asset value chain – aligned with strategic objectives, program schedules and enterprise delegations
- Ensure environmental approval pathways, assessments and related deliverables are prepared within statutory frameworks, policy context and industry standards
- Secure statutory environmental approvals, licences and permits to ensure compliance with relevant legislation and enable construction.
- Lead knowledge sharing and implement cost-effective approaches, work methods, business innovations and technical tools to improve the quality and efficiency of environmental technical support
- Utilise and contribute to centrally managed enterprise knowledge to improve organisation performance
- Adopt efficient and innovative work methods, complementing continuous improvement of technical capabilities

Commercial and Legal Accountabilities

- Lead PSC engagements generally <\$500k, although some exceptions arise to meet procurement models.
- Recommend actions that have large financial implications (>\$100m)
- Respond to statutory frameworks affecting environmental assessment functions by engaging with regulatory authorities, conducting review of legislative/policy changes and refining business procedures/work methods.

Sydney Water expects all staff to do other projects and perform additional duties as required.

Working relationships (internal and external)

Internal

- To be successful in the role, effective relationships and feedback from peers and specialists within the Water and Environment Services Group and across the broader business is required.
- The role is required to influence and secure the engagement and collaboration of others where there is cross-group work to be delivered.

External

- Lead stakeholder and regulator engagements relating to program/project functions. Including:
 - NSW and Commonwealth Government Departments responsible for Environment planning, protection and conservation
 - Non-government organisations, key stakeholders, environment industry bodies and recognised technical experts
 - Professional services suppliers (Technical Panels and other commercial procurement models).

Support representation of the organisation in relevant environment discussions, public forums, government institutions and the media (as appropriate).

Key challenges

This role is accountable for providing leading technical expertise with project/program level oversight of environment assessment and approvals for assets worth over \$1B that support the provision of essential products and service for 5.5 million people that protect the environment and public health.

The day-to-day challenges include:

- Managing relationships with multiple stakeholders (internal & external) and regulators, aimed at service and program delivery functions across the asset value chain.
- Leading the implementation of project/program specific approaches for environment approvals.
- Ensuring quality and timeliness of technical deliverables to statutory and industry standards.

- Balancing competing priorities and making trade-offs in the context of finite resources.
- Navigating a complex array of regulatory and policy obligations that may often be ambiguous and difficult to quantify.

Physical and environmental conditions

- Field based Plant based Office based Exposed to loud environment
 Exposed to odorous environment Direct contact with customers

Section 2: Success Measures

Qualifications, licences, and certifications

Tertiary qualifications in an appropriate discipline (environmental management / science / law / engineering).
Post graduate qualifications highly regarded.

Experience and skills

Experience

- 10-15 years relevant industry experience in the field of environmental assessment for infrastructure assets
- Experience delivering complex environmental assessments and approvals within risk, cost and performance drivers.
- Effective experience with customer and community engagement principles/techniques.

Skills

- Technical competency in environmental assessment with demonstrated ability to align business outcomes, implement improvements and gain efficiencies.
- Applied knowledge of relevant legislation, policy and industry standards.
- Ability to negotiate optimal enterprise outcomes within environmental assessment and approval frameworks.
- Organisational skills and success in prioritising competing requirements and meeting program schedules in a high-volume work environment.
- Highly effective oral communication, negotiation and interpersonal skills for dealings with key stakeholders (internal and external) and regulators
- Sound judgement and an ability to cultivate productive working relationships with a range of internal and external stakeholders (including regulatory agencies) to achieve outcomes.
- Leadership skills demonstrating ability to deal with complexity, apply strategic objectives, frame collaborative solutions, make purposeful decisions, develop capability in others, navigate conflict and operate with integrity.

Additional notes

Sydney Water takes the safe provision of its services to the public and the protection of its information assets extremely seriously. As a Sydney Water employee, you are required to understand your obligations under the [Acceptable Use of Information Technology Policy](#) and how Sydney Water's Information Technology is to be used. You must also help keep your workplace secure by ensuring you do not enable non-authorized people access to sites, maintain the integrity of locked entries and exits, and where appropriate, alarms being engaged.

Sydney Water requires all users to embrace and adhere to all enterprise and protective security policies, awareness programs and frameworks for Sydney Water assets.