

Senior 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:

- Flexible hours of work (varied start and finish times)
 Shift swapping
 Rostered days off
 Part time
 Job share
 Remote working (such as working from home)

Number of direct reports: nil

Number of staff once removed: N/A

Pay Level: Award Choose an item. Individual Contract of Employment (ICE) 1

Purpose of the role

To deliver environmental planning and management advice to support the needs of the business in regulation, advocacy, strategy, planning and delivery to improve business, customer and environmental outcomes. This role is 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 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 behaviours with all team members and contractors
- Support workplace safety and security measures.

Leadership expectations

- Set own priorities in relation to workload, and complete allocated tasks, including making decisions within the parameters defined in task allocation
- Work under general supervision and direction against established priorities and procedures
- Make decisions within project defined parameters and following established procedures and protocols
- Coach, mentor and provide on-the-job training of Environmental Scientists
- Support business performance reporting measures and improvements

Accountabilities and deliverables

This role is responsible for conducting environmental impact assessment and approval functions that support business purpose, priorities and goals.

Technical expectations

- Use expert knowledge and professional judgement to balance cost, risk and outcomes
- Account for stakeholder expectations within environmental assessments and planning approvals
- Apply technical competencies and communication skills to positively influence and negotiate with environmental stakeholders and regulators
- Enable continuous improvement within our environmental assessment and approvals processes
- Contribute to Environmental Management System improvements and conformance

Environment Assessment and Approvals

- Undertake the determination of appropriate environmental approval pathways and and prepare environmental assessments in accordance with environmental quality, legislative requirements and delegations
- Ensure environmental approval pathways, assessments and related deliverables are prepared within statutory frameworks, policy context and industry standards

- Secure appropriate environmental approvals, licences and permits that enable asset delivery activities
- Use and contribute to centrally managed enterprise knowledge to assure technical contributions
- Adopt efficient and innovative work methods, complementing continuous improvement of technical capabilities
- Provide expert technical advice on environmental planning and management, that supports business outcomes
- Use established procedures and processes as a guide – suggest improvements based on user experience
- Support the preparation of high-impact communications to senior level audiences

Commercial and Legal Accountabilities

- Engage PSC services - generally <\$100k, although some exceptions arise to meet procurement models.
- Respond to statutory frameworks affecting environmental assessment and approval functions - by engaging with regulatory authorities, reviewing legislative/policy changes and refining business procedures.

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 working relationships and feedback from peers and colleagues within the WES and Infrastructure Delivery Groups is required.
- The role is required to collaborate effectively with various program/project teams along the asset value chain.

External

- Stakeholder and regulator engagements relating to assigned program/project functions, including:
 - NSW 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).

Support representation of the organisation in relevant environment discussions with government agencies (as appropriate).

Key challenges

This role is accountable for providing environmental technical expertise in a fast-paced work environment. The work involves multiple projects at varying stages along the asset value chain. The role supports 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:

- Maintaining working relationships with multiple stakeholders (internal & external), aimed at service and program delivery functions across the asset value chain.
- Implementing project/program specific approaches for environment approvals.
- Ensuring quality and timeliness of technical deliverables to statutory and industry standards.
- Balancing competing priorities in the context of finite resources.
- Navigating a complex array of technical, regulatory and policy obligations that may be 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 environmental science / environmental management (or other relevant discipline).
Post graduate qualifications well regarded.

Experience and skills

Experience

- Approximately 7 years relevant industry experience in the field of environmental assessment for infrastructure assets
- Experience delivering environmental assessments and approvals within risk, cost and performance drivers.
- Understanding and experience with major water or other similar utility

Skills

- Technical competency in environmental assessment and related approvals, with demonstrated ability to align business outcomes.
- Applied knowledge of relevant legislation, policy and industry standards.
- Ability to enable project 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 competent report writing skills needed for preparation of environmental assessment documentation
- Highly effective oral communication, negotiation and interpersonal skills needed for dealings with stakeholders to achieve project outcomes.
- Proven ability to identify, develop strategies for and manage environmental issues associated with the planning, delivery and/or operation of large civil engineering projects
- Demonstrated ability to foster teamwork and to develop and maintain effective working relationships with internal and external stakeholders.

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.