

Position Description

POSITION TITLE: Treatment Plant Operator	REPORTS TO: Leading Hand Operations – Mildura
Pay Band: Band 1	
ORGANISATIONAL CONTEXT	
<p>Lower Murray Water (LMW) operates along the Murray River, from Kerang to the South Australian border, in the municipalities of Gannawarra, Swan Hill and Mildura. We provide this extensive region with urban water and sewerage treatment, supply and disposal; river quality water for stock and irrigation; and collection and disposal of subsurface irrigation drainage. Our goal is to contribute to the economic, social and cultural development of our region and its many communities with environmentally responsible and sustainable water management.</p>	
PRIMARY OBJECTIVES	
<p>The Treatment Plant Operator will achieve success in the following objectives:</p> <ul style="list-style-type: none"> • Participating in a safety culture within all teams within Lower Murray Water is crucial in achieving the safety-first culture. • Operation of Water and Wastewater treatment plants, whilst ensuring they are operated and maintained in a safe, reliable, and efficient manner including trouble shooting treatment plants issues and optimisation of treatment processes. • To foster a positive, engaged and high performing organisational culture, as well as ensuring positive relationships across the business and with external stakeholders and our customers. • Utilise and share technical expertise across all Lower Murray Water in particular all treatment plant operations in the Mildura region. • Perform operational treatment plant checks and laboratory sampling and testing to manage and optimise the treatment processes. • Ensure our sites are kept in a clean and tidy state that is safe to work through the demonstration of good housekeeping practices. • The position has strong ties with the Water Quality and Environment Team to ensure the provision of Safe Drinking Water and compliance with the General Environmental Duties and EPA licencing arrangements. • The position requires staff to work under roster arrangements to perform standby duties that require returning to work out of hours when circumstances arise and work reasonable overtime, as and when required. 	

KEY ACCOUNTABILITIES		
KEY RESULT AREA	MAJOR ACTIVITIES	PERFORMANCE INDICATORS
Leadership	<ul style="list-style-type: none"> • Planning and management of own workload on a weekly basis within the set area of accountability • Promotion of a culture that encourages risk discussions by integrating Risk Management into normal business practices. • Participation in the implementation of team strategies. • Guidance, advice and training is provided to other Operational staff on sound operational practices. 	<ul style="list-style-type: none"> • Plan and complete weekly duties in a timely and efficient manner within the given time and resources available. • Operations Team strategies are followed and adhered to. • The Operations team's goals and objectives are represented as directed. • Operational guidance supplied meets competency standards and recognised requirements.
Customer	<p>Internal:</p> <ul style="list-style-type: none"> • Operations Leading Hands • All Plant Operations Teams • Team Leader Treatment Operations • Manager Planned Maintenance • Senior Manager Planning and Service Delivery • Senior Manager Operations • General Manager Service Delivery and Operations • Manager Infrastructure Planning • Engineering staff • People, Safety and Wellbeing Team • Water Quality and Environment Team • Strategy and Communication Team <p>External:</p> <ul style="list-style-type: none"> • Regulatory bodies (EPA, DHHS) • LMW Customers • Industry Bodies (Vic Water, Water Research Aust) • Other Water Corporations • Consultants and Contractors 	<ul style="list-style-type: none"> • Delivery of safe, compliant, and aesthetically pleasing drinking water. • Compliant and efficient wastewater treatment process with compliant water delivered to 3rd Party. • Participation in annual succession plans and individual performance and development plans in accordance with LMW's talent management framework. • Support other staff and undertake training and professional development linked to organisational needs and aligned to performance and development plans and business planning processes. • Provide fair, honest, and constructive feedback to all key stakeholders to foster a constructive culture.

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KEY RESULT AREA	MAJOR ACTIVITIES	PERFORMANCE INDICATORS
Safety	<ul style="list-style-type: none"> • Demonstrate a safety-first culture. • Identify, assess, and manage emerging and current operational risks across all operational sites in particular Treatment Plants. • Active participation in the Global Safety Index (GSI) survey. • Ensure that LMW provides a safe workplace that is free of harm from all forms of bullying, harassment, and discrimination. 	<ul style="list-style-type: none"> • Work is conducted in accordance with LMW Safety Management System at all times in a safe and compliant manner. • Completing risk assessments and participation to the development of the risk based operations. • Provide a safe place to work including mentally and physically free from harassment.
Environment	<ul style="list-style-type: none"> • Contribute to LMW providing an environmentally friendly workplace. • Demonstrate and comply with the General Environmental Duty (GED) in accordance with Part 3.2 of the EPA Act 2017 by integrating risk management into normal business practice. • Compliance with EPA Act 2017, LMW policies and procedures as required to support best practice. 	<ul style="list-style-type: none"> • Minimizing the risk of harm to human health or the environment from pollution or waste by minimising those risk, so far as reasonably practicable / resources and delegation. • Use and maintenance of plant, equipment, processes and systems in a manner that minimises risks from pollution and waste. • Use and maintenance of risk management systems. • The handling, storage and transportation of substances in a manner that minimises risk. • Completion of training and transfer of knowledge relevant to upholding the General Environmental Duty.
Efficiency	<ul style="list-style-type: none"> • Identify, consult and implement innovations and efficiencies in the Treatment Operations. • Transparent operations and team engagement. • Operate, maintain and organise repairs to the Water and Wastewater Treatment Plants. • Plan and assist with programmed and reactive maintenance, repair and replacement of water and wastewater treatment infrastructure to the required standards. 	<ul style="list-style-type: none"> • Positive trends are being shown in preventative maintenance reports. • Gaps between current and ideal service levels are identified and strategies developed for improvement wherever required. • Data reporting is being completed as per organisational requirements at a satisfactory level in a timely and accurate manner.

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	<ul style="list-style-type: none"> • Ensure all records relevant to ongoing maintenance and repairs, and to non-scheduled repairs on the plants are carried out. • Maintain tools, equipment and plant, in a safe, clean and serviceable condition in accordance with recommended practices. • Ensure the undertaking of water sampling, testing, blue green algae monitoring and environmental management programs within the operation of the treatment plants is carried out. • Ensure the Monitoring and optimising of chemical dose rates and chemical stock requirements are sufficient. • Perform routine treatment plant checks, including monitoring of SCADA alarms and trends. • Complete and submit in a timely manner all operator tasks generated by the works order system on time and with completed records. • Maintain treatment plant sites housekeeping is in a clean, safe and audit ready state at all times. • Perform routine laboratory sampling and testing of water to ensure successful plant operations. • Perform weekend, on-call duties and shift work to meet organisational requirements as required. • Ensure site specific knowledge is shared and learnt amongst the wider treatment plant team. • Willingness to undertake training and further development as required. 	<ul style="list-style-type: none"> • Efficiencies and innovations that improve LMWs cost effectiveness are implemented as per organisational requirements. • Share and consult with other LMW treatment plant operators to achieve successful operations. • Participation in the structured rotating roster for knowledge sharing purposes and to reduce reliance on individual team members.

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Capital	<ul style="list-style-type: none"> • Ensure procurement requirements and LMW's policies and procedures are met. • Participation of ongoing maintenance schedule of LMW's 10-year capital works program. • Assist in asset renewal plan development. • High level input and guidance into capital design and delivery. 	<ul style="list-style-type: none"> • Procurement is undertaken in accordance with the Victorian Public Services Commission (VPSC) guidelines and LMW's policies and procedures. • LMW capital works program has been developed in collaboration with other stakeholders and deliverables are clearly articulated so as to guide the deliverables for the Operations group. • Asset renewal plans have been developed in collaboration with key stakeholders and assets are managed in line with best practice principles.

LEVEL OF AUTHORITY
Delegation Category G as per the current Instrument of Delegation.
NUMBER OF REPORTS
Direct Reports: Nil
SKILLS AND BACKGROUND REQUIREMENTS
<p>Formal qualifications: Required:</p> <ul style="list-style-type: none"> • Certificate III in Water/Wastewater Treatment/Water Industry Operations or the willingness to complete Certificate III in Water/Wastewater Treatment/Water Industry Operations. • Basic Computer software skills. <p>Desirable:</p> <ul style="list-style-type: none"> • Certificate IV in Water/Wastewater Treatment. • Experience in the operation and/or maintaining Water and Wastewater Treatment Plants, water, sewage, irrigation networks or demonstrable equivalent roles and processes. <p>Leadership:</p> <ul style="list-style-type: none"> • Leads with integrity by doing what's right even when no one is looking. • Team player who can support and seek help from those around them. <p>Customer:</p> <ul style="list-style-type: none"> • Demonstrated experience in ensuring internal and external customers' needs are met. • Continually provide clean, safe drinking water within the given limits to keep our communities safe. • Keeping the environment safe from harm by always providing appropriately treated wastewater effluent. <p>Safety:</p> <ul style="list-style-type: none"> • Experience using safety systems that provides safe workspaces, support, guidance, and continuous improvement for LMW staff and stakeholders.

Efficiency:

- The ability to achieve agreed performance targets.
- Ability to identify, communicate and implement efficiency improvements.

Capital:

- Willingness in providing input into Capital or Infrastructure strategic plans.

Compliance Requirements:

- Driver's license.
- Compliance with criminal background checks.
- Confirmation of fitness for work.

SIGNATURES: We certify that the content of this position description is accurate:

Position holder:

Date:

Signature:

General Manager:

Date:

Signature:

Managing Director:

Date:

Signature: