

Information package:

**Manager Risk, Audit &
Governance**

Applications close 11:59pm Sunday 7 June 2026

Manager Risk, Audit & Governance

Shape a resilient, high-performing organisation as our Manager Risk, Audit & Governance. In this pivotal leadership role, you will drive enterprise-wide risk, audit and governance frameworks that strengthen organisational resilience, support strategic objectives and ensure regulatory compliance. You will foster a culture of accountability, integrity and continuous improvement, provide trusted strategic advice while leading a high-performing team to deliver integrated risk, compliance and governance outcomes across Riverina Water.

What's in it for you?

- **Fantastic employee benefits**, including a discounted gym membership, access to a supportive employee wellbeing program, and a supplied corporate uniform.
- **Work-life balance you'll love**- enjoy a **9-day fortnight (70 hours)**, giving you **26 long weekends each year**.
- Attractive salary: \$134,604.60 - \$151,499.40 plus **17.5% superannuation**
- Be part of a supportive team environment with a **strong focus on professional growth and employee wellbeing**.

How can you apply?

See our careers page for all the information you need to apply rwcc.nsw.gov.au/jobs

To chat about this opportunity, please contact Emily Tonacia, Director Corporate Services via email etonacia@rwcc.nsw.gov.au or phone 0411 191 437.

To be considered for this position you must currently have the right to work in Australia.

Applications will be accepted until **11:59pm Sunday 7 June 2026**.

Riverina Water is an EEO employer. We promote an inclusive workplace and encourage applicants who reflect diversity of gender, culture, experience, and skills.

Manager Risk, Audit & Governance

Please review the information available and should you have questions or wish to discuss the position, please contact me.

The position

The Risk, Audit and Governance Manager is responsible for leading Riverina Water's enterprise risk, audit, and governance functions. This role ensures that robust frameworks, systems, and processes are in place to support the organisation's strategic objectives, regulatory compliance, and operational resilience, encompassing enterprise risk management, internal audit, governance, records, insurance, business continuity, and emergency preparedness. The position provides expert advice and guidance, actively promotes a strong risk-aware, accountable, and ethical culture across the organisation, and leads a dedicated team in delivering integrated governance, risk, compliance, and resilience services.

Qualifications and skills required

Applicants are expected to address the selection criteria when applying for this position.

It is expected that applicants address the key selection criteria and can demonstrate their competencies and relevant experiences.

Remuneration and benefits

Riverina Water enjoys a favorable reputation as a satisfying and rewarding workplace. The Hammond Avenue site is the location of practical and modern workplaces including the administration, workshops, works depot, store and main filtration plant. All buildings and vehicles are smoke-free workplaces, and staff welfare through work health and safety and other provisions is a priority.

The commencing salary for this position is \$134,604.60 - \$151,499.40. In addition, we contribute 5.5% additional superannuation (17.5% superannuation for current financial year), and employees may salary sacrifice or make personal (non-tax deductible) contributions for additional super.

I would welcome the opportunity to discuss this exciting opportunity with you and look forward to your application. I can be contacted via phone 0411 191 437 or email etonacia@rwcc.nsw.gov.au.

Regards,

Emily Tonacia
Director Corporate Services

Position description

MANAGER RISK, AUDIT AND GOVERNANCE

POSITION TITLE:	Manager Risk, Audit and Governance	Date created: 2026
REPORTS TO:	Director Corporate Services	Modified by:
NUMBER OF DIRECT REPORTS:	2-4	Approved by: A Crakanthorp
DIRECTORATE:	Corporate Services	

Purpose of Position

The Risk, Audit and Governance Manager is responsible for leading Riverina Water's enterprise risk, audit, and governance functions. This role ensures that robust frameworks, systems, and processes are in place to support the organisation's strategic objectives, regulatory compliance, and operational resilience, encompassing enterprise risk management, internal audit, governance, records, insurance, business continuity, and emergency preparedness. The position provides expert advice and guidance, actively promotes a strong risk-aware, accountable, and ethical culture across the organisation, and leads a dedicated team in delivering integrated governance, risk, compliance, and resilience services.

Key Responsibilities

Provide leadership to and development of the Risk, Audit and Governance team to ensure effective service delivery across the organisation. Lead by example to foster a collaborative, high-performing and risk-aware culture, promoting strong governance and supporting a culture of accountability, ethics and compliance through ongoing education and reinforcement, while ensuring resources are effectively allocated to deliver strategic and operational objectives.
Oversee the ongoing development, implementation, and maintenance of the organisation's enterprise risk management framework, including the identification, assessment, and reporting of strategic, operational, and emerging risks.
Lead Riverina Water's Audit and Risk Management framework, supporting the effective operation of the Audit, Risk and Improvement Committee and overseeing the coordination and effective delivery of the internal audit program.
Provide strategic oversight of the organisation's governance and compliance frameworks, including records management, ensuring appropriate processes and robust systems are established and maintained to support effective governance, the identification and management of non-compliance, and adherence to statutory, regulatory, and internal policy requirements.
Oversee Riverina Water's insurance portfolio ensuring coverage is robust, current and aligned with organisational risk exposures and legislative requirements.
Provide strategic oversight of the organisation's operational resilience framework, including business continuity and emergency management, ensuring plans, systems, and capabilities are established, maintained, and tested to support effective preparedness, response, and recovery from disruptions.
Act as the central point of coordination for any external enforcement actions, including the issuing of penalty notices, ensuring processes are managed consistently, efficiently, and in accordance with statutory and regulatory requirements. Oversee the ongoing administration, monitoring, and reporting of these enforcement actions to support compliance, transparency, and organisational accountability.
Coordinate the provision of legal advice to the organisation to ensure optimum balance of investment in effort and protection of Riverina Water's interests.
Act as a trusted advisor to management and other internal departments by providing proactive risk, audit, and governance guidance that enables achievement of strategic and operational objectives.

Develop and maintain constructive relationships with regulatory authorities and key external stakeholders, providing a coordinated point of contact for governance, risk, compliance, and regulatory matters.

Manage the development and delivery of reports and correspondence, such as Riverina Water Board reports, relevant to the Risk, Audit and Governance function.

Maintain awareness and compliance with relevant policies and procedures including Council's Code of Conduct, EEO Policy, Anti-Bullying and Harassment Policy, practicing work health and safety along with relevant risk management protocols.

Selection criteria:

Applicants are expected to address the selection criteria when applying for this position:

- Degree qualification in Risk Management/ Governance, Business, or Law and/ or relevant demonstrated experience in leading risk and governance functions.
- Highly developed people leadership skills, including experience leading change, fostering employee engagement and supporting professional development.
- Risk Management Institute of Australia (RMIA) Certified Practising Risk Manager (CPRM) qualification.
- Comprehensive understanding of the application of a risk-based approach to compliance and effective control implementation, monitoring, and reporting.
- Demonstrated ability to research and prepare documentation on complex matters, identifying alternatives and making recommendations to senior management.
- Business Continuity/ Emergency Management Qualification or relevant experience.
- Procurement Skills
- Understanding of NSW local government legislation, OLG guidelines, and relevant industry standards.

Riverina Water overview

History

Southern Riverina Water County Council was incorporated in 1938 to make reticulated water available to towns and villages in the Shires of Lockhart, Kyeamba, Mitchell and part of Culcairn Shire. The remaining part of Culcairn Shire and the Shires of Urana and Holbrook were subsequently added, as was the Municipality of Wagga Wagga in 1945. In 1981 Kyeamba and Mitchell Shire areas were included in Wagga Wagga City area.

Water supply infrastructure was established with the Murrumbidgee River at Wagga Wagga the principal water source, and a network of treatment, pumping, storage and pipework installations.

From 1942 to 1995 Southern Riverina was also responsible for distribution of electricity in the area. The formation of the larger electricity distributors in 1995 precipitated a review of water supply administration, resulting in the decision to form a new County Council for water supply in the former Southern Riverina area. Riverina Water County Council was gazetted on 2nd May 1997.

The County District covers an area of approximately 15,500 square kilometres and contains a population of approximately 67,000 people. An estimated 60,000 people are provided with water through some 26,500 service connections. The location and development of groundwater sources has been utilised over the last thirty years, and bore water now supplies three quarters of our production.

Drinking quality water is supplied to all customers continuing a tradition of over sixty years of high service standards by a leading and innovative utility service organisation.

Infrastructure network

Riverina Water owns and operates the water supply infrastructure from the natural source to the customer's meter.

Wagga Wagga City

Water is sourced in Wagga Wagga from:

- › Murrumbidgee River intake at 91 Hammond Avenue
- › East Wagga Wagga borefield (Koorinal Road)
- › West Wagga Wagga borefield (McNickle Road to Moorong Street)
- › North Wagga Wagga borefield (East Street)

Groundwater is sourced and chlorinated for other villages with systems operating at Collingullie, Oura, Woomargama and Humula.

A small quantity of water is purchased from Goldenfields Water County Council, to supply customers near to their trunk main between Gumly Gumly and Junee.

The township and rural network also serve a number of rural customers adjacent to the trunk mains, and in the general areas of Pleasant Hills, Brucedale, Euberta and Currawarna.

Structure

Riverina Water County Council is a Council under the Local Government Act 1993, responsible for the construction, operation, and maintenance of water supply to the Local Government Areas of Wagga Wagga City, Federation, Greater Hume and Lockhart Shires.

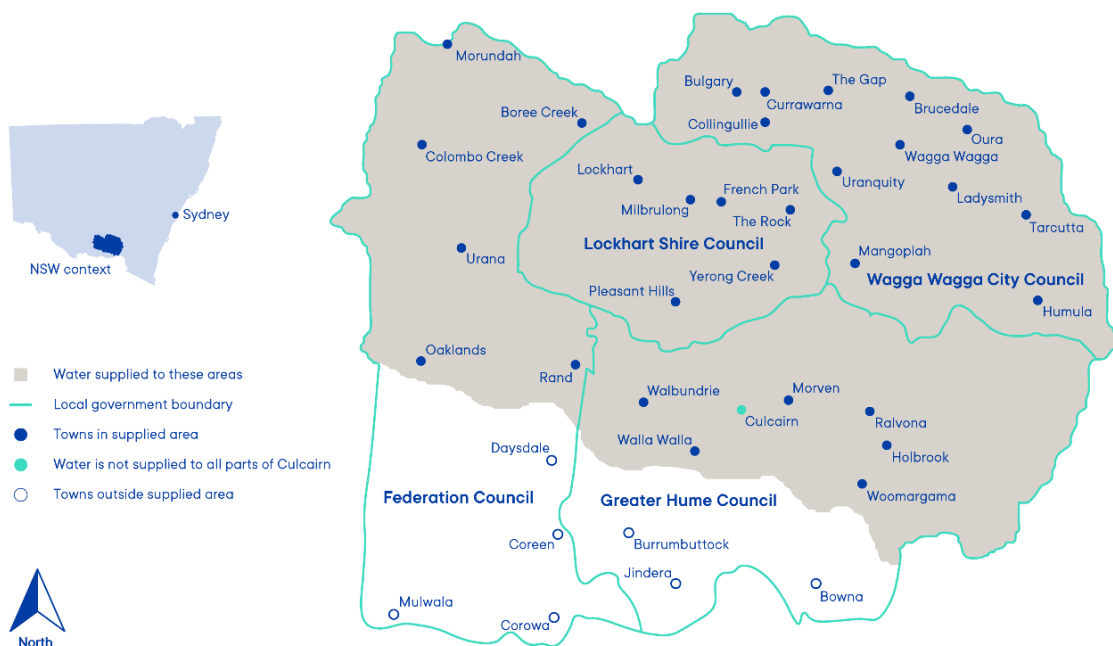
Riverina Water has nine elected members, five from Wagga Wagga City, two from Greater Hume Shire Council and one from Federation Council and Lockhart Shire.

You can meet Riverina Water's Executive Leadership Team on our website.

Information on our function, activities etc can be found at rwcc.nsw.gov.au.



Riverina Water supply area



Organisational Structure

