

Position:	Watermain Renewal Team Technician (Pipeline Construction Team Member)
Classification:	Band O4 (<i>Refer to SGW EA to ensure correct banding for role requirements</i>)
Salary Range:	\$67,246.55 - \$70,078.15 plus statutory superannuation
Term and Employment Type:	Full Time Permanent <i>Flexible work arrangements available subject to negotiation</i>
Starting Location:	Leongatha Depot <i>Other starting locations available subject to negotiation</i>
Reports To:	Watermain Renewal Team Leader in the Service Delivery Department, Watermain Renewals Team
Direct Reports:	Nil.
Position Overview:	This role is responsible for the delivery of South Gippsland Water's water main renewal programs, mainly for water and wastewater systems, including pipe laying. The position is required to optimise the performance of our assets, meet key performance indicators safely, and to provide excellent customer service.
Departmental Overview:	The Maintenance and Service Delivery Department undertakes renewal, preventative, reactive and corrective actions to support the SGW operations to meet required levels of asset availability while ensuring assets do not present unacceptable safety or environmental risks and maximising the assets life. Asset maintenance includes planned and unplanned maintenance, concentrating on finding an operational balance in order to optimise asset performance in the most cost effective manner.
Organisational Overview:	As a public sector entity, South Gippsland Water (SGW) is a Victorian Water Corporation responsible for water and wastewater service provision for over 22,000 customers located in 22 towns across a service delivery area of more than 4,000 square kilometres. We manage, maintain, and operate 8 water and 12 wastewater systems.

SGW 2040 Vision and Strategy

Our Vision and Strategy guides how we work together now and into the future.

OUR VISION

We are a trusted partner, advancing water services to support customer and community aspirations.

OUR PURPOSE

Making our community and environment better together.

OUR ROLE

We proudly provide safe and sustainable water and wastewater services to our community.

OUR VALUES

Inclusive, respectful, reliable, innovative, sustainable.
Start safe, work safe, home safe

Accountability & Extent of Authority

The position operates within the Corporation policy and approved Corporate Plan frameworks. The incumbent is responsible and accountable for:

- Freedom to act is governed by Policies, objectives and budgets with regular review and reporting mechanisms in place to ensure achievement of goals and objectives.
- Displaying and promoting SGW's Behaviours For Growth.
- Maintaining knowledge of and working within Organisation Policies and Procedures including WHS, EEO and Code of Conduct.
- While being accountable for the quality, cost and timeliness of work carried out, there is freedom to act by set objectives or budgets.
- Providing input into the development of departmental business and strategic plans, policies and procedures and be required to give specialist advice when required.

Judgement & Decision Making

The position operates within the Corporation policy and approved Corporate Plan frameworks. The incumbent is responsible and accountable for:

- Exercise own discretion and judgement to determine an appropriate course of action following guidelines and/or directions from senior staff.
- Apply established techniques to new situations to solve problems.
- Guidance is always available.

Specialist Knowledge, Skills and Abilities

- Commitment to a high level of customer service and operational efficiency
- Proven time management skills with the ability to set individual and priorities, coordinate and manage concurrent tasks, plan and organise tasks and set work schedules to ensure objectives are met within the prescribed timeframe and to maintain work output in times of increased workloads.
- Experienced problem solving, interpretation, reasoning and judgement skills with an ability to identify problems and improve systems, procedures and processes.
- High level of Safety, Risk management and systems operations knowledge to ensure SGW minimises risk to employees, public and stakeholders when completing water main renewal projects/maintenance work.
- Knowledge and experience in the operations of water and wastewater network systems.
- The ability to identify improvements to the South Gippsland Water network systems.
- The ability to assist with the development and review of operations manuals and operating procedures and guidelines.
- Ability to provide excellence in customer service standards
- Ability to work as an individual or as an effective member of a team
- Knowledge and experience in Occupational Health and Safety issues and current legislative requirements.

Personal

The incumbent requires, and should be able to demonstrate:

Attributes/Management Skills

- Experience working in a team environment and positively contributing to the team to deliver organisational outcomes.
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- Self-motivated and well organised

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- An innovative and creative approach to identifying solutions to complex problems
 - Good at engaging with people and building constructive relationships
 - Willingness to appreciate diverse perspectives and interests
 - Good analytical skills
 - Good project planning skills and ability to foresee opportunities and risks
 - Ability to provide excellence in customer service standards
 - Ability to work as an individual or as an effective member of a team
 - Flexible and adaptable in managing work methods and work loads
 - Able to communicate with a variety of audiences both verbally and written
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Interpersonal Skills: The following interpersonal skills are required to be demonstrated:

1. Ability to work in a team environment and positively contribute to the delivery of organisational outcomes.
2. Ability to gain the corporation of, and establish positive working relationships with Leaders, Peers and external stakeholders.
3. Well developed communication skills, both written and verbal with the ability to liaise across all levels both internally and externally.
4. Ability to gain corporation and assistance from colleagues, clients & members of the public in well defined activities and skills in preparation of routine correspondence and reports.

Qualifications and Experience:

Highly Desirable (but not a requirement)

1. Certificate 3 in Water Industry Operations or equivalent experience in the operations/maintenance field
2. heavy Rigid or Medium Rigid Truck Licence.
3. experienced Excavator operator is essential
4. completed year 12 and/or Trade qualification.
5. Plumbing experience, Certificate in Pipe laying or Civil Construction. Must be willing to undertake further studies if required.

Safety Licences:

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- Construction White Card
 - Confined Space
 - Level 2 First Aid
 - Excavator Licence or Skid Steer licence
- Note – if not currently held training will be provided

Pre-requisites:

Satisfactory National Police Check. If having resided outside Australia in the past ten years for one year or more, an international police check will be required.

Willingness to complete pre-existing injury/illness declaration and comply with receipt of inoculations required for this role due to exposure to wastewater.

Current Drivers Licence (please contact us if this present a barrier to applying for this role)

Attendance at medical appointments upon commencement may be required to receive

required immunisations. (Eg – Hepatitis A & B, or other relevant immunisations).

Attendance and completion of specific compliance training due to exposure to wastewater.

A requirement to complete required training relevant to the role upon commencement of employment, and/or during the course of employment.

An inherent and ongoing requirement to participate in an after-hours on-call roster exists for this role.

Key Responsibilities: As a member of the Watermain Renewals team this position is primarily responsible for:

- Organise and coordinate projects for the pipe laying works including the operation and maintenance of an excavator and truck as required for the water main renewal projects and ensure the necessary routine service maintenance and other repairs are attended and kept in good condition including all the pipe laying equipment.
 - Assist the Leading Hand in planning the works, seeking authority approvals, listing materials and preparing OH&S documents (such as pre checks, SWMS, JSEA etc..) for the water main renewal project works.
 - Undertake locating underground services, potholing and pipe laying and associated works
 - Record as constructed works on site and coordinate with Team Leader for inclusion in the Asset database.
 - Complete other earthwork tasks as required.
 - Drive assigned Corporation vehicles in a safe manner and ensure that necessary routine maintenance and other repairs are affected to the vehicle.
 - Liaise with internal and external stakeholders as required.
 - Correspond with customers and attend customer enquiries on site, including handing out notices to customers to be affected by the pipe laying program and provide feedback to customer service.
 - Complete network maintenance activities, such as air-scouring, valve replacement works, water loss projects and bulk meter replacement works as requested by the Team Leader
 - To act in a responsible manner in all matters where the environment is impacted by South Gippsland Water's operations.
 - To inform the Team Leader or Leading Hand of any issue likely to impact on water quality and customer service.
 - Promote ongoing implementation of risk management into treatment and operational tasks to ensure compliance objectives are achieved.
 - Be available on a rotating basis to participate in the after-hour's maintenance roster in the Eastern Maintenance Area.
 - Complete work at level as assigned that may differ from responsibilities described in this position description subject to consultation and reasonable support and re-training where required.
 - Contributing to continuous improvement of Service Delivery processes, systems and communications;
 - At all times adhere to the Victorian Public Sector (VPS) Code of Conduct;
 - Model the South Gippsland Water Behaviours for Growth;
 - Ensure reasonable care is taken for own health and safety as well as the health and safety of others. Operate consistent with SGW Occupational Health and Safety policy and procedures at all times; and
 - Complying with all applicable SGW Policies and Procedures.
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Key Selection Criteria**Proposed final**

1. **Industry Experience & Technical Knowledge** – Proven experience in watermain renewal, pipeline construction, plumbing, or civil construction, with knowledge of industry standards and regulations.
 2. **Construction & Manual Handling** – Skilled in using and maintaining construction tools and equipment, with the physical capability to perform demanding tasks in various conditions.
 3. **Plant & Equipment Operation** – Competent in operating and maintaining machinery such as excavators, skid steers, and vacuum trucks.
 4. **Water & Sewer Infrastructure** – Understanding of watermain renewal methods (open-cut and directional drilling), with preferred knowledge of pressure testing, flushing, disinfection, and commissioning.
 5. **Safety & Compliance** – Strong commitment to workplace health, safety, and environmental regulations, with preferred knowledge of risk management for underground services, traffic, and hazardous materials.
 6. **Teamwork & Communication** – Effective verbal and written communication skills, with preferred experience in documentation and digital record-keeping
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