

# Join our team

**Wastewater Treatment Technologist**  
**Full time permanent**

Position Description



# About us

**We're the second largest regional urban water corporation by revenue in Victoria, comprising a diverse, complex and geographically dispersed asset base, with over 300 team members across seven departments.**



## So why choose us?

We exist to deliver reliable, high-quality water, wastewater and waste recovery services to ensure the economy and liveability of the central Gippsland region.

Our region is diverse which presents many challenges, and we play an important role in its ongoing stability and transition.

We're continuing to focus on:

- maintaining quality water and wastewater services for our customers at an affordable price
- our sustainable future and the future of the region, and
- the role we play in the future.

## Our people

Our strategic priorities provide the direction and insight into how we will deliver on our vision, highlighting that our people play an integral role in our ability to achieve successful outcomes for our customers and the community.

We're committed to building a diverse and inclusive workplace and strongly encourage applications from experienced women and men, people with disabilities, LGBTIQ+, ATSI, culturally and ethnically diverse candidates to best represent and engage with communities we live and work in.

## Our achievements

With a clear strategy, strong leadership and driving accountability in a consistent way across the business we've been able to drive a positive and constructive culture shift, and a sustained increase to employee engagement.

## Our values

We take pride in partnering with the community in providing quality water and waste services so we can enjoy a healthy and sustainable Gippsland for generations to come.

Our values are:

- Safety and wellbeing
- Customer focussed
- Innovation
- Accountability
- Collaboration
- Integrity & Respect

## What we have to offer

We are growing, innovative and committed to ensuring that Gippsland Water remains a great place to work. We do this by offering a flexible and stimulating workplace and investing in our people to enable us to adapt to the changing needs of our region.

But that's not all - it's also about freedom. We support our people to achieve their potential by providing the freedom to learn, explore and be true to their passion.

## Interested to find out more?

For more information about our career opportunities and what we can offer you, please visit [www.gippswater.com.au/careers](http://www.gippswater.com.au/careers)

## POSITION DESCRIPTION

# Wastewater Treatment Technologist

## POSITION DETAILS

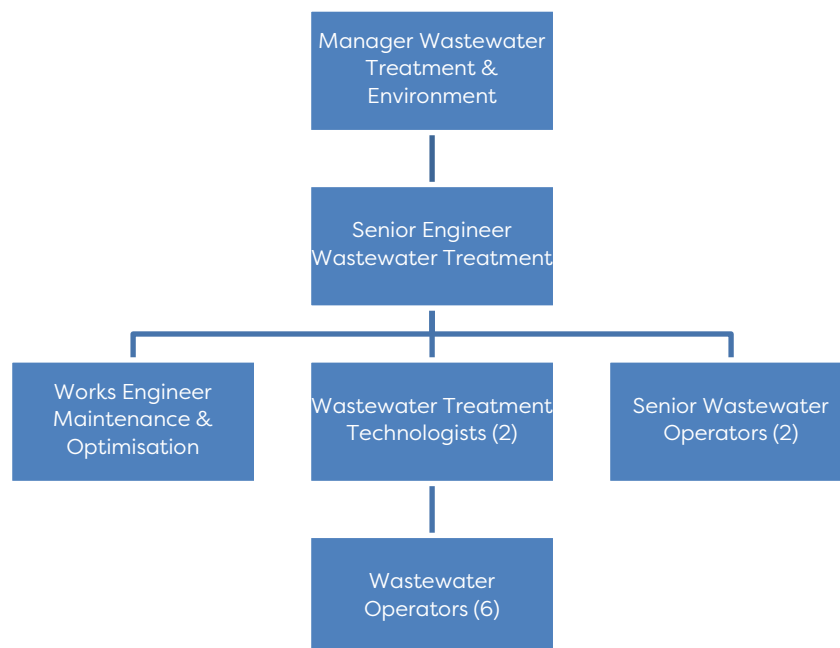
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|---------------------|--------------------------------------|
| Position Title:     | Wastewater Treatment Technologist    |
| Reports to:         | Senior Engineer Wastewater Treatment |
| Department:         | Operations                           |
| Location:           | Traralgon                            |
| Date:               | April 2021                           |
| Document Reference: | COR/10/39421                         |

## PURPOSE OF POSITION

Provide day to day coordination of field resources and technical support for the operation of Gippsland Water's wastewater treatment facilities, with the objective to provide safe and compliant performance for customers, within regulatory and industry guidelines and standards.

## ORGANISATION STRUCTURE



## KEY ACCOUNTABILITIES

The Wastewater Treatment Technologist is accountable for the day to day operational performance of up to six nominated treatment systems within Gippsland Water's region associated with the provision of wastewater services for the environment and community.

The position contributes to the following:

|                        |   |
|------------------------|---|
| Expenditure per annum: | \$2.5M Opex (typically)<br>Capex (as per approved capital program)          |
| Staff Management:      | No. of staff reporting directly – up to six                                 |
| Asset Management:      | 6 advanced technology treatment systems<br>8 lagoon based treatment systems |

## KEY RESPONSIBILITIES

- Supervise the coordination of day to day activities of an operational team to manage the effective performance of nominated treatment systems in order to provide effective supervision, site coverage, guidance, motivation and development.
- Performance management associated with workgroup KPI's, on-call expectations/requirements and EPA compliance obligations.
- Contribute to setting goals and expectations to ensure team unity and effectiveness.
- Promote the ongoing implementation and augmentation of risk management into operational processes, in order to ensure compliance with regulators objectives.
- Monitor performance of wastewater treatment plants by means of data processing, data analysis as well as trending analysis.
- Provide support to operators in the event of process performance challenges.
- Proactive involvement in the planning of future activities and development of budgets to achieve ongoing business objectives.
- Facilitate works to maintain or enhance treatment system performance in line with established programs and/or budgets.
- Provide appropriate technical advice on improvement works at treatment sites in order to improve performance, optimisation and reliability of plant.
- Assist in managing critical supply contracts, in order to ensure a reliable supply of critical materials or services for operational activities.
- Support the development, implementation, review, and improvement of asset management practices into routine operational activities, in order to increase the efficiency of operational activities within the workgroup.



- Participate in the Operations Department On-Call roster duties for Technical and Resource Assistance.
- Assist in the development, implementation and maintenance of systems of works e.g. SOP's, Capital and Maintenance programs, EMS, OH&S and management systems for the workgroup.
- Ensure all safe systems of works are implemented and requirements enforced.

## KEY CHALLENGES

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To assist in maintaining a close team based approach with a workgroup that comprises of a demographically diverse number of staff, located across a large geographic area of Central Gippsland and to maintain effective ongoing implementation of a risk management approach into operational field activities to improve performance as well as maintenance of compliance.

## JUDGEMENT & REASONING

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The Wastewater Treatment Technologist will be expected to recommend and implement changes that improve the efficiency, effectiveness or compliance of processes and enhance the quality of the outcomes that result from these processes. This includes the prioritisation of on-site improvement and upgrade works to enhance performance in line with existing programs and available resources.

There will be a regular requirement for some adaptation to technical processes so they must have the demonstrated capacity to apply principles of logical and scientific thinking applied in design evaluation and implementation of activities. They must also have the ability to understand, analyse and interpret existing policies, procedures and standards, as well as draw on their existing technical experience, to make operational decisions. This will include the review of site performance and making changes to operational activities to improve performance or reliability, in line with established workgroup plans.

The Wastewater Treatment Technologist will require lateral and innovative thinking ability, as some options will be imprecise or require an amount of inventiveness to depart from or adapt accepted practices and procedures.

They will also be challenged by competing priorities in relation to statutory requirements, climate change, financial pressures and customer needs, as well as the increasing expectations by our customers.

This role has a variety of requirements, including the ability to proactively manage critical materials and services supply contracts to provide efficient outcome for the organisation.





Where there is requirement for incident response and management, additional resource requirements or unbudgeted activities, they will need to consult with the Senior Engineer Wastewater Treatment or Manager Wastewater Treatment and Environment.

## INTERPERSONAL SKILLS/COMMUNICATIONS

The Wastewater Treatment Technologist will require highly developed interpersonal and communication skills to successfully achieve the variety of tasks that this role requires.

Their ability to influence and persuade others in the achievement of set objectives as well as gain their cooperation in meeting administration and operational requirements /activities is paramount. They will be leading a team of Wastewater Operators which will require them to discuss technical and administration issues, reach agreement on plans and gain their cooperation and participation in activities. This ability to influence, persuade and convince will need to be applied and extended to customers other than their own team members.

Leading a team will also require this role to negotiate performance plans, motivate, encourage and support team members and provide regular and timely feedback on performance. The Wastewater Treatment Technologist will be responsible for conducting frequent discussions regarding field staff or operational performance issues at sites and enhancement of operational activities. Frequent liaison between the Wastewater Treatment and other operational teams relating to on-site issues or events that are related to nominated sites will also take place.

Their highly developed communication skills, particularly verbal, written and presentation, will enable them to write reports, including reports on progress of activities, assessments, trials and make graphical presentations to explain/justify treatment system performance trends and issues. To be successful in achieving this as well as communicating to their team on performance/operational issues, they must have the ability to vary their communication style according to their audience. Their customers and stakeholders vary from operational employees to managers, regulators and contract suppliers.

### External Communications

Contract Suppliers, Regulators (such as Environment Protection Authority and/or Department of Human Services) – Local Officers.

### Internal Communications

Manager Wastewater Treatment and Environment, Senior Engineer Wastewater Treatment, wastewater treatment engineer, field staff, wastewater operators, other Gippsland Water workgroups.



## KNOWLEDGE, SKILLS & EXPERIENCE

### ESSENTIAL & DESIRED FORMAL QUALIFICATION

| Essential:   | Desirable:   |
|--|--|
| <ul style="list-style-type: none"> <li>Pre-requisite - Tertiary qualifications in an appropriate Scientific or Engineering discipline, qualifying for membership of the appropriate Professional Organisation related to that qualification and substantial operational experience in the management of all aspects of wastewater treatment or related systems.</li> </ul> | <ul style="list-style-type: none"> <li>Certificate IV in Water Industry Operations (Wastewater Treatment) National Water Package.</li> </ul> |

### ESSENTIAL & DESIRED SKILLS/EXPERIENCE

| Essential:  | Desirable:  |
|---|---|
| <ul style="list-style-type: none"> <li>Sound wastewater industry operations skills and knowledge gained by a number of years' experience, particularly related to wastewater treatment processes and relevant regulatory guidelines and acts.</li> <li>Working knowledge of Risk Management systems and their application in relation to the operation and maintenance of wastewater treatment process for regulatory compliance.</li> <li>Demonstrated experience of performing in a team environment, with the ability to lead and provide management of staff, including maintaining a high degree of team morale, motivation and outcomes.</li> <li>Demonstrated highly developed interpersonal and communication skills, including report writing skills and experience.</li> <li>Demonstrated experience in the implementation of new technology into existing operational activities to improve/optimize performance and/or reliability of treatment processes.</li> </ul> | <ul style="list-style-type: none"> <li>Supervision capability.</li> <li>Project, maintenance and/or risk management.</li> <li>Asset Management.</li> <li>Emergency Management.</li> </ul> |



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|---|--|
| <ul style="list-style-type: none"> <li>• Sound project management and contract management skills and experience.</li> <li>• Broad skills and experience in the effective use of electronic business tools.</li> </ul> |  |
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## SELECTION CRITERIA

- Sound wastewater treatment processes system operation skills and knowledge gained by a number of years' experience.
- Working knowledge and understanding of Risk Management systems and their application to wastewater treatment processes for regulatory compliance.
- Demonstrated ability to lead and manage a small team to achieve its goals, including the ability to manage relationships with other team members that supports a high level of motivation, development and team morale.
- Highly developed communications skills, including the ability to produce technical reports and procedures.
- Demonstrated experience in project management and the implementation of new technology into existing operational activities to improve/optimize performance and/or reliability of treatment processes.







Gippsland  
Water