

Position Title:	Environmental Approvals Lead – Greater South East Irrigation Scheme
Reports To:	Project Director (interim arrangement)
Location:	Hobart
Instrument:	Water Industry Award 2020
Award Classification:	Level 8
Salary Band:	\$150,000 to \$160,000
Employment Basis:	Full Time, Fixed Term (5 Years)
Hours of Work:	38 hours per week

Organisation

Tasmanian Irrigation Pty Ltd (TI) is the State-owned Company responsible for developing and operating irrigation schemes, typically funded through public / private partnerships.

Since Tasmanian Irrigation was established in 2008, the Company has taken over management of a range of inherited assets, including dams, irrigation schemes and river works, constructed 16 new irrigation schemes, and advanced planning on a further six schemes.

By 2030, Tasmanian Irrigation expects to manage a portfolio of irrigation infrastructure valued at more than \$900 million, capable of delivering 236,000 megalitres of water via 1,786km of pipeline, 49 pump stations, 15 dams and three power stations.

All schemes developed and operated by Tasmanian Irrigation are economically viable, environmentally sustainable, have strong community endorsement, are designed to last at least 100 years and deliver water at an average reliability of more than 95 per cent per annum.

Role Purpose

This role is responsible for managing the environmental assessment and approvals processes for the Greater South East Irrigation Scheme (GSEIS), to acquire the necessary approvals to construct and operate the completed project. When approvals have been gained, the role will transition to managing environmental compliance during construction.

Provide pragmatic and timely expert advice in the preparation of environmental assessment and planning documentation to support environment, planning and heritage approval processes. Identify risks and develop strategies in consultation with internal and external stakeholders that will enhance securing timely, sustainable environment, planning and heritage outcomes.

The role will lead the approvals team, comprising consultants and contracted resources, ensuring strong stakeholder relationships are achieved in managing environmental approvals and during construction.

Key Responsibilities

People and Team Leadership:

- Provide team leadership by setting clear goals, assigning tasks, and fostering a collaborative and supportive work environment.
- Engage, monitor and provide direction to consultants engaged to provide environmental services on TI Projects.
- Provide leadership in the Project Team for environmental approvals and compliance during construction.
- Working closely and collaboratively with the Environment Lead – Compliance to ensure effective handover of schemes to operations once built.

Technical Management:

- Development and oversight of project scopes for environmental investigations to support the design of irrigation schemes.
- Develop and implement strategies to manage the environmental approvals and achieve timely environmental approvals for the GSEIS project.
- Ensure Environmental impact assessments are conducted on GSEIS.
- Embedding First Nations consultation and collaboration in the approval and construction phases.
- Work with the Project Director and the project team to identify and address potential environmental risks and develop mitigation strategies.
- Maintain up-to-date knowledge of all relevant environmental regulations, policies and guidelines.
- Liaise with regulatory bodies, stakeholders and other key parties to ensure project compliance with environmental regulations.
- Prepare and submit environmental and heritage permit applications and other necessary documentation to regulatory agencies.
- Advise the project team on best practices for environmental management and ensure environmental considerations are integrated into project plans and designs.
- Provide technical expertise to support environmental management plans and compliance monitoring.
- Review and assess environmental reports and studies prepared by external consultants.
- Provide input into contract management processes such as assessing Construction Environmental Management Plans and Erosion and Sediment Control plans and establishing standard environmental controls.
- Manage procedures to capture and report evidence relating to environmental compliance during the construction and operation of irrigation schemes including implementing auditing programs.
- Develop and deliver environmental training programs to project teams as required.
- Participate in environmental audits and compliance reviews.

Safety:

- Be a visible and vocal safety advocate, modelling behaviours that reflect TI's values.
- Encourage and empower employees to take shared responsibility for safety and follow workplace procedures.
- Ensure employees understand safety and emergency procedures and their roles in maintaining a safe environment.
- Facilitate opportunities for team members to lead safety initiatives and contribute to decision-making.
- Identify and address potential hazards and risks, even in the absence of incidents.
- Make safety a central consideration in all business decisions, focusing on risk management, sustainability and wellbeing.
- Treat mistakes and near misses as opportunities for improvement, not blame.
- Proactively discuss safety with teams, contractors, and stakeholders, and visit worksites to understand challenges.
- Create an environment where employees feel safe to raise concerns and suggest improvements.
- Address psychosocial hazards and champion mental health and wellbeing initiatives.
- Equip teams with the skills and flexibility needed to adapt to changing conditions while maintaining safety standards.
- Ensure all workplace health and safety related policies and procedures are always upheld, and abide by all workplace health and safety directives, including complying with safe work practices, utilisation of personal protective equipment and clothing.

Level of Accountability

Performance of the role must be undertaken with the highest of integrity, in accordance with TI's Delegations of Authority. This is a highly autonomous role, with technical direction provided on an as needs basis. Guidance and advice are available from the Environmental Manager - Projects and/or General Manager, Project Director and/or People, Culture and Sustainability as required.

All tasks must be completed within required timeframes, to a high standard, and in accordance with TI policies and procedures. Actively engaging in reflective practices and receiving feedback is required to promote continuous improvement and to lead individual professional development objectives.

Organisational Relationships

Reports to: Environmental Manager – Projects

Direct Reports: Nil

Key Internal Relationships: Project Manager, Project Team and broader Program Development and Delivery team

Environmental, Health and Safety team

Technical Support Services team

	Commercial Services team
	Water Delivery team
External Relationships:	State and federal water and environmental Regulators
	Hydro Tasmania
	TasWater
	Contractors and suppliers
	Environmental consultants
	Community stakeholders
	Landowners and irrigators
Leadership Teams:	GSEIS Project Management Team.

Knowledge, Experience & Qualifications

Demonstrable experience and competence are required in the following:

- Gaining environmental approvals at Commonwealth and State level
- Strong interpersonal and communication skills, with the ability to negotiate and handle conflict resolution.
- Strong written communication skills.
- Procuring and managing environmental consultants.
- Working with First Nations stakeholders to achieve mutually beneficial outcomes.
- Proficiency with preparing construction contracts and managing contractors to achieve environmental compliance.
- Proficiency with the Microsoft Office suite
- Proficiency with GIS mapping tools is desirable.

Qualifications, Licences and Accreditations:

Required:

- Tertiary qualifications in an environmental field
- Valid driver licence.

Desired:

- Off-road driving competence
- Formal negotiation and conflict resolution training

Respectful and Safe Workplace

Employees are expected to contribute to a workplace culture that is safe, respectful, and inclusive. This involves modelling behaviours that reflect TI's values, complying with and promoting safety procedures, and taking shared responsibility for identifying and managing risks to health, safety, and wellbeing, including psychosocial hazards. Employees are to encourage open communication, treat mistakes and near misses as opportunities for improvement, and support mental health and wellbeing initiatives.

Equally, employees must foster a respectful environment by demonstrating professional conduct, valuing diversity of thought, and ensuring interactions are free from bullying, harassment, discrimination, sexual harassment, sex-based harassment, victimisation, or occupational violence. All employees are required to take appropriate action to uphold TI's zero-tolerance approach to behaviours that compromise a safe and respectful workplace.

In accordance with its Recruitment Policy, Tasmanian Irrigation is committed to selection procedures based on merit, qualifications, experience and which are aligned to the key selection criteria of the role. As such, applications for this role should address the Key Selection Criteria below to demonstrate their ability to fulfil the key duties and responsibilities outlined.

Key Selection Criteria:

- 1. Environmental approvals expertise** - Demonstrated experience managing environmental, planning and heritage assessment and approvals for major infrastructure projects. Experience with approvals under the EPBC Act highly desirable.
- 2. Environmental risk management** - Proven ability to identify environmental risks, assess impacts and develop effective mitigation strategies.
- 3. Leadership and consultant management** - Experience leading teams and managing external consultants to deliver high-quality environmental outputs.
- 4. Stakeholder and regulator engagement** - Strong ability to build relationships and collaborate with regulators, First Nations stakeholders, project teams and other key partners.
- 5. Integration of environmental requirements into project delivery** - Ability to embed environmental considerations into project design, construction and compliance processes.
- 6. Environmental compliance systems and training** - Experience developing compliance procedures, supporting audits, and delivering environmental training to project teams.