

Position Title:	Environmental Manager – Projects
Reports To:	General Manager Program, Development & Delivery
Location:	Launceston
Instrument:	Water Industry Award 2020
Award Classification:	Level 10
Salary Band:	\$190,000 to \$220,000
Employment Basis:	Full Time, 5 year
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

The Environmental Manager – Projects is responsible for leading TI's environmental strategy for all infrastructure projects, ensuring compliance with environmental legislation and delivering sustainable outcomes. This role oversees environmental approvals, risk management, and compliance during construction, while embedding environmental considerations into project planning and delivery.

The position will manage the Environmental Approvals Lead and Project Environmental Advisors, provide strategic direction, and represent TI in high-level negotiations with regulators and stakeholders. The Manager will also contribute to policy development, governance frameworks, and continuous improvement initiatives to ensure TI meets its environmental obligations and sustainability objectives.

Key Responsibilities

- Lead and manage the Projects Environment team (Approvals Lead, Advisors and consultants), setting clear objectives, allocating resources, and fostering a collaborative, high-performance culture.
- Develop capability within the team through coaching and professional development.
- Lead environmental approvals strategy and delivery for major projects, including EPBC Act referral/approval processes and oversight of supporting technical studies.
- Represent TI in high-level engagement and negotiation with regulators and government agencies to secure project approvals outcomes and manage compliance expectations.
- Lead broader stakeholder engagement on project environmental matters (as required), including landowners, community stakeholders and partner organisations, ensuring consistent messaging and appropriate issue escalation.
- Ensure First Nations participation and Country requirements are appropriately embedded in project planning and delivery, including respectful engagement pathways and evidence that input has informed decisions where relevant.
- Provide technical governance by approving key environmental scopes, plans and reports prepared by advisors and consultants, ensuring quality, defensibility and fitness for purpose.
- Lead strategic engagement with the constructor contractor(s) across the projects
- Embed robust environmental risk management across projects, ensuring risks are identified early, managed through practical controls, and integrated into project decision-making.
- Establish and oversee environmental compliance assurance across projects, including auditing programs and monitoring of corrective actions, with the objective of no non-compliances.
- Lead investigations of significant environmental incidents and deviations, ensuring root cause analysis and effective corrective and preventive actions are implemented and verified.
- Ensure effective project-to-operations handover, including environmental documentation, residual obligations and input to Operational Environmental Management Plans.
- Provide strategic reporting and advice on environmental performance, policy and standards to the Executive, and oversee environmental training/awareness for project teams.

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 senior leadership role with a high level of autonomy and accountability. The Environmental Manager - Projects is expected to exercise sound judgment, strategic thinking, and decision-making within TI's Delegations of Authority, with technical direction provided on an as needs basis. Guidance and advice are available from the General Manager Program, Development & Delivery, Project Director and/or General Manager 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:	General Manager Program, Development & Delivery
Direct Reports:	Environmental Approvals Lead – GSEIS, Environmental Advisor Projects Compliance, Environmental Advisor(s) and consultants/contractors
Key Internal Relationships:	Project Director, 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
	Stakeholder Relations & Communications
External Relationships:	State and Federal water and environmental Regulators
	Hydro Tasmania
	TasWater
	Contractors and suppliers
	Environmental consultants
	Community stakeholders
	Landowners and irrigators
	Construction Contractors
Leadership Teams:	Project Management Teams, SLT.

Knowledge, Experience & Qualifications

Required:

- Tertiary qualification in Environmental Science, Engineering or related discipline.
- Extensive experience (8+ years) in environmental management within infrastructure or water sectors.
- Proven leadership experience managing teams and consultants.
- Comprehensive understanding of Commonwealth and State environmental legislation and approvals processes (including EPBC Act).
- Strong stakeholder engagement and negotiation skills.
- Excellent organisational, strategic planning, and project management skills.
- Current driver's licence and ability to travel within Tasmania.

Desired:

- Accreditation in environmental auditing and incident investigation.
- Experience in irrigation, water infrastructure, or linear infrastructure projects.
- Familiarity with environmental software such as GIS.

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. Leadership and Team Development** - Demonstrated ability to lead and manage multidisciplinary teams, including setting clear goals, allocating resources, fostering a collaborative culture, and driving professional development and succession planning.
- 2. Strategic Environmental Management** - Proven experience in developing and implementing environmental strategies and governance frameworks for complex infrastructure projects, ensuring compliance with Commonwealth and State legislation (including EPBC Act)
- 3. Stakeholder and Regulator Engagement** - Strong capability to represent the organisation in high-level negotiations and build effective relationships with regulators, government agencies, First Nations stakeholders, and community representatives to achieve sustainable outcomes.
- 4. Environmental Risk and Incident Management** - Demonstrated expertise in embedding robust environmental risk management processes across projects, leading investigations of significant environmental incidents, and implementing corrective actions to prevent recurrence.
- 5. Integration of Environmental and Safety Requirements** - Ability to integrate environmental and safety considerations into project planning, design, and delivery, promoting a proactive safety culture and championing mental health and wellbeing initiatives.
- 6. Governance, Compliance and Reporting** - Experience in developing compliance frameworks, overseeing auditing programs, and providing strategic environmental performance reporting to senior executives and boards, including leading environmental training strategies for project teams.