

Senior Safety Advisor

POSITION DESCRIPTION

Position Title:	Senior Safety Advisor
Reports To:	Safety Manager
Location:	Launceston
Instrument:	Water Services Award 2020
Award Classification:	Level 9
Employment Basis:	Full Time – Two-Year Fixed Term
Hours of Work:	38 hours per week / Monday to Friday, 8.30 am to 5.00 pm

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 Senior Safety Advisor maintains a strong and visible safety presence across Tasmanian Irrigation's construction projects, partnering with leaders, contractors and workers to identify risks, strengthen controls, and embed practical safety behaviours. Reporting to the Safety Manager, the role provides credible, experience-based guidance and supports safe decision making within high-risk and principal contractor-delivered infrastructure activities.

The Senior Safety Advisor adopts an influence-first approach, coaching and supporting leaders to build ownership of safety while confident in intervening when required to manage risk. The role contributes insight to the continuous improvement of project, safety systems, culture and strategy, strengthening organisational capability and supporting consistent safety outcomes across projects.

Key Responsibilities

In-Field Engagement and Support

- Maintain a strong and visible in-field safety presence across construction environments, engaging regularly with leaders, workers and contractors where work is performed.
- Build trusted, functional relationships that encourage speaking up, shared problem solving and practical risk ownership.
- Partner with teams to understand work-as-done and identify gaps between work as imagined and work as practiced, translating insights into practical improvements.
- Provide timely on-site guidance during high-risk activities to support safe, effective execution of work.

Risk Assessment and Management:

- Strengthen pre-job planning by supporting teams to identify hazards, assess risk and implement effective controls before work begins.
- Conduct critical risk checks and participate in control verification activities to confirm controls are present, effective and understood.
- Verify that identified controls remain suitable for changing work conditions and escalate gaps in accordance with TI risk expectations.
- Provide practical advice and coaching to leaders and workers to improve risk awareness, control effectiveness and decision making in the field.

Contractor Management

- Participate in contractor prequalification, onboarding, monitoring and performance review processes to ensure clear and verifiable safety expectations
- Provide health and safety input into procurement and tender activities to support the selection of capable contractors.
- Engage contractors in constructive conversations regarding safety performance, quality of controls and alignment and compliance with TI standards.
- Support Project Directors and Project Managers in the effective supervision of contractors, including field interactions and assurance activities.

Coaching Leaders and Building Safety Ownership

- Coach supervisors and frontline leaders in practical safety leadership behaviours that reinforce accountability, learning and psychological safety.
- Facilitate meaningful risk conversations that support balanced decision making and reduce reliance on the safety function.
- Provide real-time guidance to leaders managing complex or high-risk work to strengthen judgement and consistency.

Operation Learning and Event Insight

- Lead, support and review learning teams and investigations into hazards, near misses and incidents, focusing on understanding system contributors and improving the design of work.
- Coach leaders on their responsibilities for event notification, recording, investigation and follow-through.
- Review the quality and timeliness of corrective actions and verify their effectiveness in the field.
- Identify and report on repeat conditions and emerging risks, using insights to inform continuous improvement.

Health and Safety Systems and Governance

- Participate in the development, review and continuous improvement of health and safety documents, guides and tools to ensure usability in the field.
- Contribute to internal assurance activities, including audits, developing recommendations, and supporting the verification and close-out of agreed actions.
- Support the Safety Manager in governance and reporting processes and activities.
- Provide expert advice on WHS guidance and legislation.
- Support and participate in the effective use of digital safety platforms to strengthen event reporting, action management and data quality.

Decision Rights

- Authority to stop/hold work where there is an imminent risk of a critical control failure or other unacceptable risk to the health and safety of a person.
- Recommendation on acceptance of risk, improvement priorities and assurance resourcing to Safety Manager.
- Exercise professional judgement in planning day-to-day work location and statewide travel in consultation with the Safety Manager to maintain an effective field presence.

Level of Accountability

Performance of the role must be undertaken with the highest of integrity, in accordance with TI's Delegations of Authority. The role operates as an experienced health and safety specialist, providing professional advice on related matters and exercising a high level of judgement and independence, receiving only general direction and leadership support as required. Guidance and advice are available from the Safety Manager and General Manager People and Sustainability as required.

All tasks must be completed within required timeframes, to a high standard, and in accordance with TI policies, procedures and manager directions. 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:	Safety Manager
Direct Reports:	Nil
Key Internal Relationships:	• CEO • Senior Leadership Team • General Manager People & Sustainability • General Manager Program Development & Delivery • Safety Manager • People & Culture Manager • People and Culture and Safety Officer • Dam Safety Engineer • EHS Team • Project Development Team • Project Delivery Team
External Relationships:	• Tasmanian State-Owned Corporations and Government Business Enterprises • Worksafe Tasmania • Contractors and suppliers • Environmental consultants • Community stakeholders • Landowners and irrigators

Knowledge, Experience & Qualifications

Required:

- Health and safety experience involving complex, high-risk operations/projects with contractors.
- Demonstrated impact improving organisational culture related to safety outcomes.
- Proven ability to simplify and align IT/tools to support field usability.
- Practical experience with critical risk/controls, safety in design and modern investigations.
- Strong facilitation and coaching skills, excellent influencing and communication.
- Solid knowledge of WHS legislation, codes and standards and ability to implement them pragmatically.
- Data literacy (Microsoft Office, SharePoint and Myosh or similar).
- Current driver's licence; regular statewide travel.

Desired:

- Tertiary qualification in Safety, Risk, Human Factors or related discipline.
- Workers' compensation/RTW management with sustainable outcomes.
- Formal training in ICAM and/or Learning Review; Bow Tie/Barrier management.
- Experience in water/utilities, civil construction or asset intensive operations.
- Lead Auditor (ISO 45001)

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 in order to demonstrate their ability to fulfil the key duties and responsibilities outlined.

Key Selection Criteria:

1. **Health and Safety Qualifications and Practical Experience** – Demonstrated knowledge of health and safety subject matter expertise able to be contextualised to Tasmanian Irrigations risks and safety environment.
2. **Communication** – Demonstrated ability to communicate health and safety principles, procedures, and obligations to the individual needs of audiences from field workers through to senior management.
3. **Risk Management** – Demonstrated knowledge and application of risk management processes in line with WHS legislation and guidance.
4. **Relationship Building and Influence** – Demonstrated ability to build and maintain relationships allowing the influence of health and safety outcomes.
5. **Coaching and Uplifting** – Demonstrated ability to coach others and uplift capability.
6. **Event learning and investigation** – Qualification and/or practical experience in contemporary learning team or investigation methodologies.