



JOB TITLE: Waste water System Engineer

DEPARTMENT: Asset Management

REPORTS TO: Manager Assets.

Responsible for;

Efficiency in performance levels and fit for purpose designs of all waste water assets and the development and OTIF implementation of the waste water asset management plan.

Liaison with

Internal: SW Executive Management Team, Finance Team, Operations Leadership Team, Project Management Unit and the Corporate Services Team

External: Government Key Stakeholders, Suppliers, contractors and Customers

PURPOSE AND SCOPE OF THE POSITION

To optimize efficiency in delivering high performance levels from waste water assets and fit for purpose designs of new assets through the development and implementation management of the waste water assets management plan and critical reviews and development of detail engineering designs of new assets to ensure successful achievement of strategic, annual, monthly and project objectives and targets of Operations Division and Solomon Water as a whole.

MAIN DUTIES PERFORMED/RESPONSIBILITIES

LEADERSHIP COMPETENCIES

- Demonstrate and set high standards of discipline and professional standards for self and AM Team
- Effective setting of direction, focus and clarity for the AM and Operations Teams through the timely development and reviews of the Annual Waste Water Asset Management Plan.
- Develop and grow a culture of high performance within the AM Team through on-going motivation and holding the team accountable for delivery of targeted outputs and outcomes.
- Develop and continuously improve a culture of teamwork through setting clear understanding of individual roles and objectives, how the individual roles and objectives are inter-related and inter-dependent and more importantly the importance of delivering team results.
- Support building a working environment that will enable all employees to achieve their full potential and contribute to the goals of the organization
- Create an environment where continuous improvement and constructive challenges are encouraged and valued at all levels within the organization.

MANAGEMENT

- Ensure effective monitoring and implementation control of the annual waste water Asset Management Plan.
- Ensure the annual waste water Asset Management Plan is regularly reviewed, updated and performance is reviewed.
- Ensure that the waste water asset performance management process is effective through conducting regular periodic reviews and undertaking corrective actions in a proactive manner.

- Ensure that budgets are; planned, expensed and controlled to agreed budget tolerance through monthly budget reviews and annual budget planning process.
- Delivering targeted results through effective planning, delegation, monitoring and implementation control of daily, weekly and monthly work plans.
- Ensure correct and accurate reporting of performance through efficient and effective monitoring and control Asset Management Database process and KPI dashboard reporting template.
- Ensure Asset Management Team comply to company policies and enforce company policies
- Facilitate the planning and reviewing process for the Asset Management Dept. through the weekly and monthly meeting.
- Ensure Asset Management staff understands and comply with safety requirements; use of safety equipment and clothing, safety assessments and incident management
- Ensure the governance process and control environment is functioning effectively to promote the safeguarding of personnel, company assets, other business resources and customers

TECHNICAL AND OPERATIONAL

- Develop and implement the waste water Assets Management Plan.
- Develop the weekly and monthly wastewater Assets Performance Levels and Asset Conditions report for the monthly Operations Planning and Review Meeting using the KPI Dashboard reporting process.
- Conduct waste water asset's performance levels reviews and asset condition inspections.
- Develop and carry out reviews of detail engineering designs to ensure fit for purpose for operations needs and designs provides for climate change resiliency and efficient operations and maintenance.
- Conduct timely reviews and assessments of the Asset Management Team's compliance to time keeping policy to ensure efficiency and productivity of field teams.
- Conduct reviews and assessment of the department's compliance to the work safety policy to ensure safety of all employees within the Asset Management Department, safe work processes and safety of assets.
- Actively participate in the weekly and monthly operations planning and review meetings.
- Develop and provide board reports and other reports required by external stakeholders to the Chief Operating Officer in a timely manner as planned and as requested.
- Participate in Corporate Planning; Annual Work Planning; policy development; Reporting against KPI statistics; monitoring & evaluation.
- Participate in policy development, drive the development of SOP and work procedures and deliver critical and standard reporting against performance targets.
- Develop and implement agreed annual waste water Asset Management Plans and budgets including "stretch" initiatives

RELATIONSHIP AND NETWORKING

- Network and liaise across Solomon Water Divisions on Work Analysis and Reviews, Capacity Building, Special Projects and other mandated Solomon Water activities.
- Liaise with other departments and provide advice on Waste Water Asset Management Policy, Strategy and Plans.
- Proactively drive teamwork across departments within Operations Division and within Solomon Water.
- Leverage strengths, expertise and learning from across the Solomon Water business to drive performance improvement with the Asset Management Department and Solomon Water as a whole.
- Develop, maintain and grow relationships and networking with key stakeholders in SIG to secure position as preferred partner to discuss and deliberate on matters relating to Urban Water Supply Services and Urban Waste Water Services.

SELECTION CRITERIAS

- Demonstrated competencies in leading and managing large and multi-faceted waste water system assets' performance levels and fit for purpose engineering designs.
- Demonstrated technical competencies in developing detail engineering designs for waste water assets
- Demonstrated technical competencies in operating waste water operations and maintenance.
- Demonstrated ability in planning, monitoring and evaluation of work plans to achieve targeted objectives and results.
- Demonstrated competencies in large and small scale project management (planning and implementation).
- A proven understanding of working in a policy environment to deliver against expected outcomes.
- Proven experience in team work both as a leader and a team member and the ability to develop effective teamwork.
- Demonstrated competencies in coaching and mentoring of direct and in-direct reports to facilitate professional growth and improved individual performance against delegated task and role requirements.
- Ability to work in a high pressure environment with proven skills in withstanding political and other pressures.
- Commands excellent communications skills in both written and oral and a well-developed negotiations skills set.

QUALIFICATION

Degree in Engineering or any related science field.

EXPERIENCE

Minimum of 5 years working experience working in a similar leadership, management and technical positions in the water industry, the private sector or public service sector.

SKILLS/COMPETENCIES

Technical skills/Competencies

- Detail engineering designs for Waste Water Assets
- Water Hydraulics and Analysis
- Process design, monitoring, evaluation and analysis
- Report writing and analytical reviews of reports
- Risk identification, analysis and mitigation management.
- Work scheduling and planning
- Problem solving and analysis
- Waste Water Systems operations and maintenance.
- KPI Dashboard reviews and improvement planning
- Asset Management Annual work plan and budget planning implementation control.

Leadership and Management Skills/Competencies

- Change Management
- Project Management
- People Performance Management.
- Communications, Presentation and Negotiations.
- Conflict resolutions
- Strategy Setting, planning, implementation and reviews.
- Continuous Improvement Culture

- High Performance Culture.
- Solomon Water Vision and Mission Statement.
- Solomon Water Ways

KEY RESULT AREAS

1. Honiara Waste Water Supply asset's performance levels and conditions.
2. Waste Water Asset Management Strategy and Asset Management Planning and Execution.
3. Compliance and conformance to SIWA Construction Standards and Maintenance of the SIWA Construction Standards for waste water systems.
4. Project and Change Management.
5. People Performance Management
6. Fit for purpose design and effective management of people, processes, tools and systems for the Asset Management Department.
7. Solomon Water's OHS & Water Quality Standards
8. Solomon Water's Code of Ethics/Conduct