



## Position Overview

Position Title	Treatment Technology Manager
Business Unit	Customer Delivery
Remuneration Type	Total Rewards
Reports to	Manager Treatment Plants
Direct Reports (role)	Process Engineers
Location (s)	Northern Service Centre, Maroochydore Southern Service Centre, Morayfield
Success Profile	1.1 Engineering Role Success Profile
Delegation Level	Level 4

## Our Values



### INNOVATION

We seek new ways of doing things better



### HONESTY AND INTEGRITY

The work we do is always and only in the best interests of our customers, stakeholders, community and the environment



### RELIABILITY

We mean and do what we say



### ONE TEAM

No one succeeds at the expense or exclusion of others



### EFFICIENCY

We don't waste time, money or effort



### SAFETY

We think, walk and talk safety every day



## Behavioural Capabilities



### **SAFETY**

I work safely, and encourage my team members to do the same



### **AGILITY**

I seek new and better ways of doing things



### **CUSTOMER CARE**

I consider how customers are affected by my work



### **COLLABORATION**

I am a team player – we are better together



### **ACCOUNTABILITY**

I mean and do what I say

## Leadership Capabilities



### **Builds Safe Teams**

I empower my team to be safe



### **Holds Continuous Conversations**

I create space to have regular conversations with my team members



### **Inspires Purpose**

I connect and guide my team towards our shared goals



### **Creates Great Team Experiences**

I create an inclusive and engaging workplace

## Position Purpose

The Treatment Technology Manager is responsible for managing a team of Process Engineers to achieve Unitywater's objectives.

## Position Accountabilities

Key functions of the role include:

- Lead a team of process engineers in provision of sewage treatment engineering services for the safe, compliant and optimised operation of Unitywater's sewage treatment plants in a common approach for all sites.
- Coach and mentor a team which inspires to deliver high performance outcomes.
- Promote continuous improvement in the Treatment Plant Branch by finding ways to implement systems or innovative ways that improve system performance.
- Liaise with, and provide advice to, process engineers and plant personnel to troubleshoot plant related issues.
- Participate in general management decision making and facilitate a common corporate culture.



- Provide specialist scientific and engineering technical advice about investigation, planning, design, and operation of sewage and recycled water treatment processes and technologies to other business units and branches within Unitywater.
- Provide strategic and operational advice on investing in new technologies and adopting more efficient workplace practices.
- Support delivery of plant upgrades with a focus on operational reliability to align with the Treatment Plant Branch of the future.
- Provide guidance and operational advice to Capital Delivery during upgrade and renewal activities.
- Contribute to strategic planning: short, medium and long term plans and projects by providing technical input and guidance.
- Work collaboratively with the Trade Waste team with a customer focus approach to meet Unitywater customer goals.
- Implement consistent data management approaches for STP operational data to meet regulatory reporting requirements, internal reporting requirements and support consistent data provision to the business to enable other areas to undertake their work.
- Lead the establishment of a “Treatment Plant of the future” vision that aligns with Unitywater’s strategic ambition.
- Develop the road map (in conjunction with CD and business unit stakeholders) to transition to future operations.
- Establish and implement data requirements and capability needed to transition to future operations.
- Identify opportunities for innovation in Treatment Technology aligned to the digital utility strategy.
- Lead investigations and the development of optimisation programs to (1) improve plant performance, (2) reduce operating costs, and (3) increase plant capacity by utilising STP data to drive improvements.
- Collaborate with innovation, data and digital teams to plan for and adopt innovation and data science opportunities in treatment technologies.
- Develop suitable tools including process models for use with standard industry software and 1) use them to ensure that plant operating status is regularly checked relative to their design capacity and 2) use them in optimisation studies.
- Management of the reporting requirements associated with compliance with the Petroleum and Gas (P&G) Act and lead completion of Change Management requirements associated with the Gas Safety Management System.
- Provision of technical advice and guidance to support the delivery of the review, consolidation, and renewal of contracts associated with Unitywater’s STPs where appropriate (e.g. waste materials management, chemical procurement).



- Coordinate the preparation of the annual Treatment Plants Branch budget.
- Participate in after hours work and be part of an on call roster as the need may arise to ensure the continuity of service to Unitywater's customers.
- Manage the Team and develop and implement workforce capacity building strategies; and
- Carry out other tasks as directed by the Manager Treatment Plants from time to time.
- Support and role model the WH&S policies, procedures, and practices of Unitywater as amended from time to time.
- Participate in Unitywater safety audits and inspections to demonstrate visible safety leadership and participation.
- Such other relevant duties as required from time to time which would generally fall within the skill and knowledge requirements for this position.

### Key Relationships

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Key working relationships internal and external to Unitywater are:

- Treatment Plant Operations
- Broader Customer Delivery team
- Strategic Planning team
- Capital Delivery Team
- Trade Waste team
- Media and communications teams

### Capability Requirements

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The requirements for the position are:

- Tertiary qualification in Engineering (Chemical, Civil, or Environmental);
- Significant experience in the management of treatment plant operations;
- Good understanding of sewage treatment principles and technologies (planning, design, and operation) and DEHP licensing requirements;
- Good understanding of water industry compliance and regulatory frameworks
- Good understanding of the latest developments and trends in treatment technologies;
- Proven ability to effectively lead a team of people and proactively shape work culture using work processes, symbols and personal leadership behaviour



- Ability to monitor the work flows for the Team and identify where technical, social, and commercial processes are inadequate or missing and implement improvements for the Team to deliver the required outcomes
- Computer skills commensurate to the position with demonstrated high level proficiency in the use of the Microsoft Office Suite of programs and SCADA
- C Class Drivers License.