



Wimmera and Corangamite CMA

POSITION DESCRIPTION

Victorian Coordinator (Integrated Water Management)

Position Details

Position Title: Victorian Coordinator (Integrated Water Management)
Salary range: Band 4 (\$96,492 + (commensurate with skills & experience))
Position Reports To: Statutory and Strategic Manager (WCMA) or
Strategy and Partnerships Manager (CCMA)

Date Prepared/Author: Tony Baker / July 2025
Location: Horsham, Colac, or Geelong

Approved by:

Date 13 October, 2025

Chief Executive (Wimmera CMA)

Date 15 October 2025

Chief Executive (Corangamite CMA)

Wimmera and Corangamite CMAs pride ourselves on integrating community values into the planning and coordination of land, water and biodiversity management. To achieve this, we provide a workplace and work practices that embraces, reflects, respects and promotes the diversity of our community and supports inclusion and participation for all. This is supported by a workplace culture built on respect that is inclusive, adaptive and agile and supports increased participation by all members of our community in the protection of our natural environment.

Position Purpose

Integrated Water Management (IWM) is a holistic and collaborative approach to the way we plan for and manage all elements of the water cycle. IWM considers how the management of potable water, wastewater and stormwater can benefit our environment while also contributing to water security, public health and urban amenity. It fundamentally shifts the way water, land use planning and urban development opportunities are understood and undertaken in Victoria.

The purpose of the Statewide IWM Coordinator position is to provide a peer-based leadership role that supports the role of Catchment Management Authorities to participate in regional IWM

planning and delivering IWM projects across Victoria. The role is a full-time (0.8 - 1.0 FTE) position over 4 years and will require a person with a proven ability to coordinate and communicate to various audiences.

Position Objectives

The position's objectives are to support regional CMAs to deliver on their IWM obligations and to play a stronger, more consistent role in IWM planning and implementation across the state. The Statewide IWM Coordinator is a distinct but complimentary role that will maximise the impact of the CMA IWM Officer roles by driving cross-regional collaboration on shared priorities, promoting consistency, and shared learning. This role will also help enhance clarity of current and future CMA IWM roles and responsibilities.

Position Reports to

The Position may be located in either region and will report to the relevant manager of the organisation where the successful applicant will be located.

Positions that report to the Position

No internal positions report to this position.

External Liaisons

The position will liaise with relevant staff at DEECA, Vic Catchments and the CMA IWM Officer network.

Responsibilities

Provide leadership, coordination and strategic support to strengthen statewide CMA IWM practice and outcomes, through delivery activities such as:

- Lead the co-development of the CMA IWM Officer Network's shared purpose, structure, annual priorities, and operational rhythms, in collaboration with CMA IWM Officers and in consultation with DEECA
- Coordinate the CMA IWM Officer Network, including convening meetings, facilitating knowledge exchange, and enabling collaboration on shared challenges and opportunities
- Promote consistency and alignment in how CMA IWM Officers deliver their function, while respecting regional context and delivery models
- Helping to clarify and articulate the role of CMAs in IWM planning and delivery — including the unique value they contribute, how this aligns with their broader statutory responsibilities, and how the CMA role relates to other sector partners — and supporting efforts to define and strengthen this role over time
- Enabling collective action by facilitating the identification, prioritisation, and delivery of joint initiatives across multiple CMAs, such as shared tools, case studies, or cross-regional projects
- Identify shared training and development needs across the CMA IWM Officer cohort and collaborate with DEECA to design and deliver targeted capability-building activities
- Support onboarding and informal mentoring of new CMA IWM Officers, particularly during role establishment or if transitions occur during the delivery period
- Act as a conduit between CMA IWM Officers and DEECA's IWM Program, elevating insights, feedback, and learnings from the Network
- Support each CMA IWM Officer to develop a plan or approach for sustaining IWM capability and embedding IWM within their organisation beyond the four-year initiative period
- Enable effective documentation and reporting of lessons learned and practice insights to support Initiative evaluation and inform future investment.
- Other duties as directed.

Health & Wellbeing

Employees have a responsibility to take reasonable care to protect their own health and safety and to avoid adversely affecting the health and safety of any other person.

All employees have a responsibility to:

- Report any incident or hazards at work to their manager, supervisor or HSR.
- Carry out their roles and responsibilities as detailed in the relevant health, safety and wellbeing policies and procedures.
- Obey any reasonable instruction aimed at protecting their health, safety and wellbeing while at work.
- Use equipment provided to protect their health and safety while at work.
- Assist in the identification of hazards, the assessment of risks and the implementation of risk control measures.
- Consider and provide feedback on any matters which may affect their health, safety and wellbeing.

For staff who accept nominations as a health and safety representative (HSR) on the Health & Wellbeing Committee, additional responsibilities in addition to those listed above are also allocated and communicated when accepting the role.

Qualifications and proven ability

A relevant tertiary qualification in environmental planning, water or natural resource management, engineering, land use planning or a related field and/or demonstrated experience in program coordination and leadership.

Key Selection Criteria

Essential.

1. Demonstrated experience working in strategic planning, stakeholder engagement, or collaborative project management and leading complex projects involving inter-agency collaboration
2. Knowledge or and demonstrated experience of integrated water management, stormwater management, planning and property development, and/or the water sector in Victoria (highly desirable).
3. Excellent interpersonal and communication skills with proven ability to positively engage and foster strong professional relationships with key stakeholders and community.
4. Demonstrated ability to work effectively in a multi-disciplinary team and to work independently.
5. Demonstrated ability to multitask, problem solve and learn.
6. Demonstrated ability to model the Authority's Approach and the Victorian Public Sector values and behaviours.

Desirable

1. Knowledge and understanding of Victoria's Integrated Water Management Program.
2. Knowledge and understanding of the importance of positive organisational culture.
3. An appreciation of CMAs activities and responsibilities.
4. A good appreciation of environmental health and water quality issues in Victoria.

Other Relevant Information

- The position will be office based and located in either Horsham, Colac or Geelong (to be negotiated with successful applicant)
- All applicants must have the legal right to work in Australia for the duration of the contract.
- Terms and conditions of employment will be in accordance with the current Enterprise Agreement for the relevant CMA where the position is based.
 - [Wimmera CMA Enterprise Agreement](#) 2024-2028 (Horsham)
 - [Corangamite Enterprise Agreement](#) 2025-2029 (Colac or Geelong)
- The position may involve some work outside normal office hours.
- Annual Workplan reviews will be undertaken.
- Wimmera and Corangamite CMAs are public-sector authorities.
- A health declaration is required to be completed and signed prior to acceptance of the role

Equal Opportunity

WCMA and CCMA offer a work environment free of discrimination, sexual or other harassment, victimisation, vilification, and bullying. Employees are expected to contribute to the maintenance of such a work environment.

Diversity and Inclusion

WCMA and CCMA are an equal employment opportunity employer and we encourage people from a diverse range of backgrounds to apply. We are building an inclusive workplace to help realise the potential of our employees, embrace our differences, and apply our diverse thinking to innovation and delivering services to Victorian communities. If you require assistance or adjustments to fully participate in the application or interview process, please contact Human Resources.

Flexibility

WCMA and CCMA support flexible work arrangements for employees to better balance their work and personal lives. Options can be discussed with each CMA.-

Child Safety

WCMA and CCMA are both child safe organisations and we are committed to ensuring the safety and wellbeing of children. All employees are required to work in accordance with the Child Safe Standards and CCMA policies and procedures. An employment working with children check is a condition of employment (with evidence of lodgement provided upon acceptance of the role; and successful receipt during the probationary period.)

Further Information

- For more information on the position or the organisation, please contact:

Tony Baker Statutory and Strategic Manager Wimmera CMA Telephone: 03 5382 1544	Trent Griffiths Strategy and Planning Manager Corangamite CMA Telephone: 0484 985 178
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Submitting an Application

- Applications should include a covering letter as a letter of introduction, response to key selection criteria, curriculum vitae/resume and copy of qualifications and details of university courses undertaken.
- Applications are to be submitted via email to jobs@wcma.vic.gov.au by 9am 5 November 2025.