



Central Tablelands Water

Executive Manager Operations & Technical Services



Lake Rowlands

Acknowledgement of Country

Central Tablelands Water is situated within the traditional lands of the Wiradjuri Nation.

We acknowledge the traditional custodianship of these lands and pay our respect to the Wiradjuri people for their care and stewardship of these lands for more than 40,000 years and to the Elders of the Wiradjuri Nation, past, present, and emerging.



Council is an Equal Employment Opportunity and Child Safe Organisation. We are committed to building a workplace culture that values diversity and inclusion, and welcome applications from Aboriginal and Torres Strait Islander people, workers of all ages, people with disabilities, people who identify as LGBTIQIA+ and those from culturally and linguistically diverse backgrounds. People with disability are encouraged to reach out so they can be supported in recruitment processes, to enable them to demonstrate their skills and capabilities to meet the requirements of the job.

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Message from the General Manager, Charlie Harris

Blayney sits at the heart of the Central Tablelands (CTW) region of New South Wales — a place where rolling landscapes, vibrant communities, and a strong regional spirit come together. Here, people enjoy the best of both worlds: the calm and connection of country living, supported by the infrastructure and opportunity of a modern, forward-looking region.

Central Tablelands Water (CTW) is one of only four water County Councils in New South Wales. We are proud to deliver safe, high-quality drinking water to the Blayney, Cabonne, and Weddin local government areas, and bulk water to Cowra Council. Our work is essential, our purpose is clear, and our commitment to our communities is unwavering.

At CTW, we are not simply filling a vacancy — we are inviting someone to help shape our future. The Executive Manager Operations & Technical Services (EMOTS) role is a rare opportunity to lead with vision, influence meaningful change, and leave a legacy that will endure for generations.

We are seeking a courageous, strategic, and people-centred leader to join our Executive Management Team. This role sits at the heart of our transformation, guiding how we operate, how we innovate, and how we grow.

Lead with Purpose: Inspire a team to deliver safe, sustainable, and reliable water services to more than 15,000 people — every day, in every community we serve.

Shape the Future: Set the direction for our operational and technical excellence, from water quality and compliance to asset renewal and long-term infrastructure planning.

Empower People: Build capability, confidence, and collaboration across the organisation, creating a culture where people feel valued and supported to do their best work.

Drive Performance: Strengthen systems, harness data, and embed best practice to ensure our projects and services are delivered safely, efficiently, and with pride.

Think Big, Act Bold: Bring your ideas, your leadership, and your passion to create lasting impact — for our communities, our organisation, and the water industry as a whole.

This is more than a leadership role. It is an opportunity to influence the future of an essential service, to guide a team through transformation, and to contribute to something bigger than any one person. If you are ready to lead with purpose and shape what comes next, we would be proud to welcome you to Central Tablelands Water.



About Central Tablelands Water

Central Tablelands County Council, trading as Central Tablelands Water (CTW) is a water supply authority constituted under NSW Local Government Act 1993.

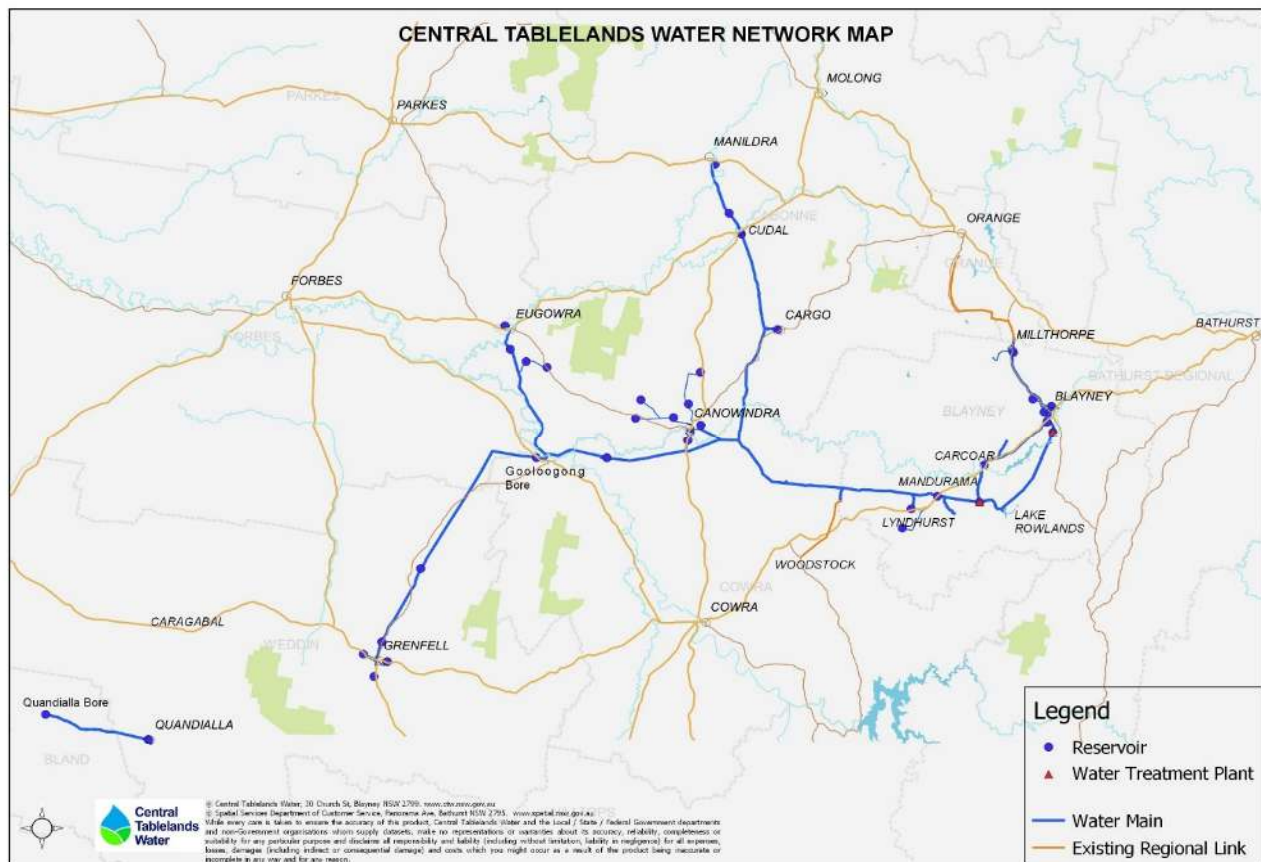
First proclaimed in 1944, today the county embraces the Shires of Blayney, Cabonne, and Weddin providing quality drinking water to these communities. Bulk water is also supplied to Cowra Shire Council, to service rural consumers and villages of Woodstock and Gooloogong. The Council currently has approximately 6,200 water connections and provides potable water to around 15,000 consumers in 14 towns and villages.

Central Tablelands Water has a constituency of three local government areas, namely, Blayney Shire, Cabonne Shire and Weddin Shire. The Council comprises two delegates each elected by their constituent council for a four-year term.

MISSION: To supply quality, affordable drinking water to our customers, in collaboration with our constituent councils.

VISION: As a regional leader and provider, to achieve excellence in water supply, now and into the future.

VALUES: Central Tablelands Water values our customers, our workforce, and our regional partners. We provide our water supply valuing sustainability, quality, efficiency, equity, and innovation.



Our Councillors

CTW is a constituency of three (3) local government areas: Blayney, Cabonne and Weddin. The Board of CTW comprises two (2) delegates each elected by their constituent council for a four-year term. This current term runs from the election held in September 2024 to September 2028.

The current CTW Board Members are:

Cabonne Shire Council



Cr Marlene Nash



Cr Andrew Rawson - Chairperson

Blayney Shire Council



Cr Craig Gosewisch - Deputy Chairperson



Cr John Newstead

Weddin Shire Council



Cr Paul Best



Cr Jan Parlett

About the Role

Central Tablelands Water (CTW) is seeking an experienced and forward-thinking Executive Manager Operations & Technical Services (EMOTS) to join our Executive Leadership Team (ELT). This pivotal role provides strategic and operational leadership to our Water Network Operations and Technical Services teams.

As a key member of the ELT, you will help shape the future of our organisation, ensuring the delivery of safe, reliable, and high-quality water services to our communities. You will lead a skilled and dedicated workforce, champion best-practice work health and safety, and drive continuous improvement across all operational functions.

The position is primarily based in Blayney, NSW, with regular travel required to Canowindra and Grenfell.

Why join the Central Tablelands Water team?

At CTW, we are proud of the culture we've built — one grounded in integrity, collaboration, and a genuine commitment to community service.

- **We empower our leaders.** You'll have the autonomy to make bold decisions, innovate, and influence meaningful organisational change.
- **You'll be part of something bigger.** Our work directly supports the wellbeing and growth of the communities we serve.
- **We value fulfilment and enjoyment at work.** Our team members take pride in what they do, knowing their contributions matter and are recognised.
- **We invest in people.** Professional growth, supportive leadership, and a positive workplace environment are central to how we operate.

What's on Offer

- A role based primarily in **Blayney, NSW**
- A unique opportunity to join a dynamic, progressive leadership team
- A salary ranging from \$122,127 to \$143,470 per annum (based on skills and experience)
- Option of a **fully maintained leaseback vehicle**
- **70-hour, 9-day fortnight** supporting work/life balance
- **15 days sick leave** per year
- Long Service Leave available after 5 years of continuous service
- Ongoing **professional development opportunities**

If you thrive in an environment where your leadership delivers real impact, where strategic thinking is valued, and where you can find genuine satisfaction in your work, we encourage you to apply.

How to Apply

Your application **must** include:

- A **covering letter** outlining why you are the ideal candidate for the EMOTS role
- A **current resume**, including **2–3 referees** who can speak to your skills and experience
- A **statement addressing the essential and desirable criteria** listed in the Position Description
- Your **contact details** (mobile and email)

Lodging Your Application

Please submit your application as a **PDF** via email to hr@ctw.nsw.gov.au.

For enquiries or to discuss the role, contact:

Charlie Harris, General Manager

Phone: 02 6391 7200 (business hours)

Email: hr@ctw.nsw.gov.au

Applications close at 5.00pm on Sunday, 25 January 2026.

Interview Process

A selection and interview panel will review all applications and create a shortlist of candidates for interview. Shortlisted applicants will be contacted by phone and email.

Interviews will be held in Blayney on Friday, 30 January 2026.

If invited to interview, please bring copies of any relevant qualifications.

The panel will ask questions relating to your experience, leadership capability, and suitability for the role.

You will also have the opportunity to ask questions about the position and the organisation.

Unsuccessful applicants will be notified by email once the position has been accepted by the successful candidate.

Confidentiality

Information collected during the recruitment process will be handled in accordance with the *Privacy and Personal Information Protection Act*.

Your information will be stored securely in a recruitment file accessible only to CTW's Executive Management Team.

Applicants may request the return of their information at the conclusion of the process.

For more information, contact the General Manager during business hours on 6391 7200 or email to hr@ctw.nsw.gov.au.

Applications close at 5.00pm on Sunday 25 January 2026

POSITION DESCRIPTION

Position Title	Executive Manager Operations & Technical Services (EMOTS)
Organisational Team	Operations
Location	Blayney
Reports to	General Manager
Direct Reports	3 FTE
Employment Status	Fulltime – 35 hours per week
Classification/Grade/Band	Grade 7

Position Statement

The Executive Manager Operations & Technical Services (EMOTS) is a key member of the Executive Leadership Team (ELT) and is responsible for leading all operational and technical functions of Central Tablelands Water. This includes ensuring efficient and effective service delivery, optimising resource allocation, maintaining water quality compliance, and overseeing the organisation's asset management and renewal programs.

The role provides strategic leadership to ensure the delivery of safe, reliable, and uninterrupted water services to more than 15,000 users. The EMOTS leads and empowers a high-performing team, champions data-driven decision-making, and ensures operational and capital programs are delivered on time, within budget, and in alignment with organisational strategy and regulatory requirements.

The position requires a visionary and innovative leader who fosters continuous improvement, builds a culture of trust and collaboration, and communicates with clarity and influence across the organisation and with external stakeholders.

Central Tablelands Water - Purpose

Central Tablelands Water is a County Council which provides drinking water supply to the Blayney, Cabonne and Weddin local government areas and bulk water to Cowra Council.

Central Tablelands – Mission, Vision, Values

Mission To supply quality, affordable drinking water to our customers, in collaboration with our constituent councils.

Vision As a regional leader and provider, to achieve excellence in water supply, now and into the future.

Values Central Tablelands Water values our customers, our workforce and our regional partners. We provide our water supply valuing - sustainability, quality, efficiency, equity and innovation.

Team Charter

We:

- Champion Central Tablelands Water's Mission, Vision and Values.
- Engage proactively in activities that bring our strategic intent to life.
- Are open, honest, humble and professional in all interactions.
- Collaborate, respect, trust and support each other.
- Honour our commitments and hold ourselves accountable for results

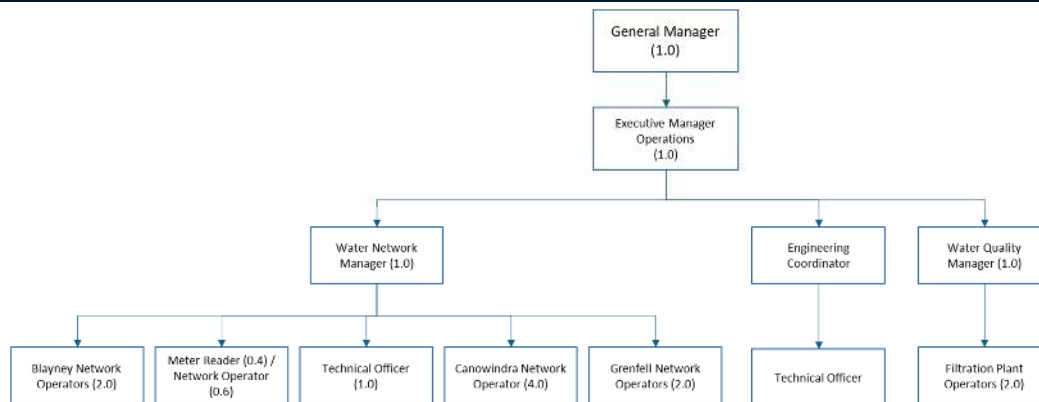
POSITION DESCRIPTION

Personal Behavioural Competencies

The EMOTS is expected to:

- Lead and mentor staff to build a positive, high-performance culture.
- Demonstrate honesty, integrity, humility and respect.
- Model behaviours consistent with CTW's Code of Conduct.
- Take ownership of responsibilities and respond constructively to feedback.
- Show initiative and contribute ideas for improvement.
- Apply emotional intelligence to resolve workplace issues.
- Demonstrate adaptability and resilience in times of change.
- Promote and model a strong safety leadership mindset

Reporting Structure



Key Responsibilities

Service Management & Delivery

- Lead operational and technical service functions, ensuring compliance with water quality standards and uninterrupted water supply.
- Monitor and improve service delivery processes and workflows.
- Champion best-practice lifecycle asset planning, risk-based prioritisation, and data-driven decision-making to optimise budgets and reduce backlogs.

Team and Safety Leadership

- Build and maintain a high-performance, values-driven culture.
- Foster cross-departmental collaboration and organisational alignment.
- Promote and ensure compliance with WHS legislation and safe systems of work.
- Drive continuous improvement in safety performance.

Technical Support & Troubleshooting

- Act as the escalation point for complex technical issues.
- Ensure all works comply with relevant engineering standards.
- Oversee timely resolution of incidents and service requests.
- Lead root-cause analysis and implement preventative measures.
- Continuously refine technical processes to improve efficiency and service quality.

POSITION DESCRIPTION

Infrastructure & Systems Oversight

- Manage technical infrastructure including telemetry, networks and cloud services.
- Ensure systems are secure, reliable, and up-to-date.
- Manage vendor relationships and procurement of technical services and equipment.
- Maintain accurate documentation of systems, procedures and configurations.

Budget & Resource Management

- Oversee operational and capital budgets, ensuring financial sustainability.
- Work closely with the Executive Management Accountant to ensure compliance and financial performance.
- Identify opportunities for revenue growth, cost efficiency, and operational excellence.

Compliance & Risk Management

- Ensure compliance with council policies, industry standards and regulatory requirements.
- Conduct risk assessments and implement mitigation strategies.
- Maintain robust data security, backup and disaster recovery systems

Project Management

- Lead or support technical and operational projects, ensuring timely and effective delivery.
- Define project scope, objectives, timelines and resource needs.
- Oversee procurement, tendering and contract management to maximise value and minimise risk.

Change Management

- Lead organisational change initiatives with clarity and confidence.
- Champion innovation in digital systems, sustainability and customer experience.
- Ensure alignment and engagement across all levels of the organisation.

Executive Leadership

- Contribute to whole-of-organisation strategy, culture, and planning.
- Develop and implement policies, business plans, and quality assurance frameworks.
- Communicate strategic vision and performance to internal and external stakeholders.
- Build and maintain relationships with councillors, regulators, partner councils, communities, and key stakeholders.
- Manage public relations and crisis communication in collaboration with the Executive Manager Corporate Services.
- Provide acting leadership coverage for the General Manager, as required.
- Undertake other duties consistent with skills and training as directed by the General Manager.
- Participate in limited out-of-hours contact, as required.

Essential Criteria

- Class C Driver's Licence, with a safe driving record.
- Tertiary qualifications in Engineering **or** minimum 5 years' experience in a similar water utilities role within local government.
- Demonstrated experience in project management for engineering and asset renewal projects.
- Willingness to work flexible hours, including during emergencies.
- Strong computer skills, including Microsoft Office.
- High-level analytical, research, problem-solving and commercial acumen.
- Demonstrated leadership capability, including motivating and mentoring teams, managing change, fostering collaboration and driving continuous improvement.
- Strong interpersonal and relationship-building skills, with the ability to influence and maintain confidentiality.
- High-level communication skills and the ability to interpret financial data, manage budgets and engage stakeholders.
- Ability to prepare complex reports and statutory returns.

POSITION DESCRIPTION

Desirable Criteria

- Knowledge of record-keeping systems and local government document control.





Performance Metrics and Success Criteria

- Active participation in Executive Management and Manager team meetings.
- Achievement of agreed goals and outcomes within set timeframes.
- Demonstrated improvements in service delivery, safety, asset management, and financial performance.
- Regular quarterly reporting to support focus, motivation, and adaptability.

Capabilities for the Role

This role aligns with the Local Government Capability Framework. Required capability levels include:


Local Government Capability Framework

Capability Group	Capability Name	Level
 Personal attributes	Manage Self	Advanced
	Display Resilience and Adaptability	Advanced
	Act with Integrity	Highly Advanced
	Demonstrate Accountability	Highly Advanced
 Relationships	Communicate and Engage	Highly Advanced
	Community and Customer Focus	Highly Advanced
	Work Collaboratively	Highly Advanced
	Influence and Negotiate	Advanced
 Results	Plan and Prioritise	Advanced
	Think and Solve Problems	Advanced
	Create and Innovate	Advanced
	Deliver Results	Advanced
 Resources	Finance	Advanced
	Assets and Tools	Advanced
	Technology and Information	Advanced
	Procurement and Contracts	Advanced

POSITION DESCRIPTION

Acknowledgement of the Position Description

This Position Description reflects the role at the present time and may be updated to meet organisational needs. Refer to your employment contract for further details.

Employee Signature			
Name		Date	
General Manager Signature			
Name	Charlie Harris	Date	24 Dec 2025