



**Central  
Tablelands  
Water**

**Network Operator, Blayney**



*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.



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## Message from the General Manager, Charlie Harris

Blayney is located 230 kilometres west of Sydney and 260 kilometres northwest of Canberra, in the Central Tablelands region of New South Wales. The central tablelands region is picturesque and welcoming, offering the perfect mix of relaxed regional living alongside access for modern city infrastructure.

Central Tablelands Water is one of four water County Councils in New South Wales. It provides quality drinking water to the Blayney, Cabonne and Weddin local government areas and bulk water to Cowra Council.

Central Tablelands Water offers career opportunities in water and corporate areas, ranging from rates, accounts, customer service, finance, assets, water network, governance, water treatment, to support teams.

Employment options at Central Tablelands Water offer the opportunity to thrive in a career that suits your interests and merges seamlessly with your lifestyle. Offering flexible work hours, family leave, rostered days off, and job share arrangements. A career at CTW has many benefits.

If you are someone who thrives in an environment where your leadership and vision can create tangible results, where creativity and strategic thinking are celebrated, and where you can find true satisfaction and enjoyment in your work, we want to hear from you.



# 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.

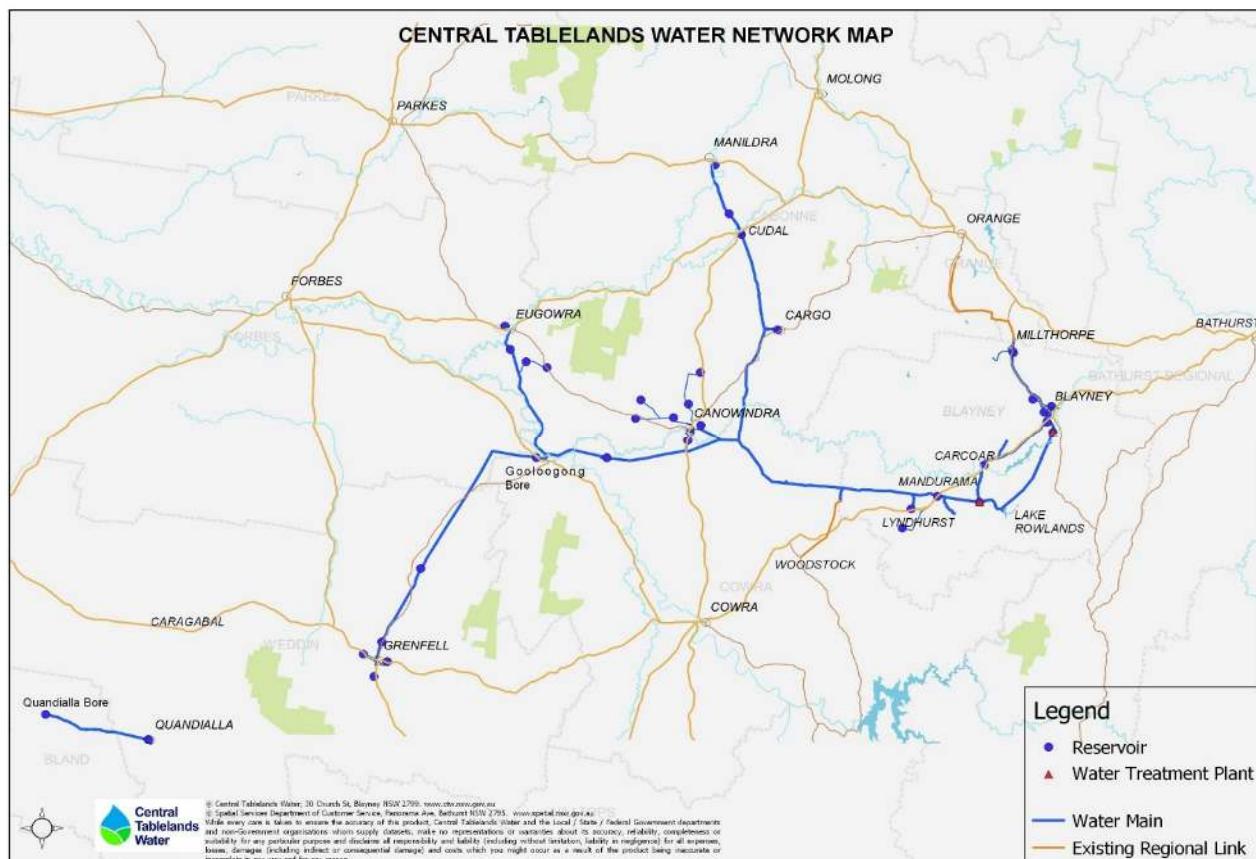
First proclaimed in 1944, today the county embraces the Shires of Blayney, Cabonne, and Weddin providing quality drinking water to these communities. Bulk water is also supplied to Cowra Shire Council, to service rural consumers and villages of Woodstock and Gooloogong. The Council currently has approximately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

The position of Network Operator is an operational position, based in Blayney. The Network Operator reports directly to the Water Network Manager.

The primary purpose of the position is to undertake a range of activities associated with the installation, operation, maintenance, repair, expansion, and relocation of water distribution facilities by performing the required duties either personally or as part of a team. The position also requires participation in an on-call roster, for which a weekly allowance will be paid whilst on-call.

The position is based in Blayney but may require travel within the Central Tablelands Water area of operations on occasion.

### ***Why join the Central Tablelands Water Team?***

We are proud of the culture we have cultivated — one built on integrity, collaboration, and growth.

We believe that work should be enjoyable and fulfilling. We foster a workplace where satisfaction and enjoyment are integral to our daily operations. Our team members find personal satisfaction in their work, knowing that their contributions are valued and that they are making a real difference in our communities.

### ***What's on Offer***

- The position is located in Blayney.
- Salary range between \$62,625.47 - \$75,777.23 per year, plus allowances
- On Call duties under a Roster System, with an allowance
- A work vehicle for use between home and work only
- Standard hours will be 38 hours per week, with a 9-day fortnight for flexibility and work/life balance.
- 15 days sick leave and 4 weeks annual leave.
- Ongoing training opportunities.

The Water Network Operator position has a 3-month probation period. During that time the work performance will be assessed to determine if the appointment is confirmed.

The successful applicant will be required to undertake a full medical assessment prior to an employment offer being provided.

A uniform and personal protective equipment will be provided to the successful applicant.

### ***HOW TO APPLY***

In applying for the position, your application should include the following:

- a covering letter specifying the position you have applied for and outlining why you are the most suitable person for the role
- a copy of your resume, including 2-3 referees
- a document outlining how you are able to satisfy each of the essential and desirable criteria outlined in the position description below
- ensure that your contact details are included in your resume (both mobile and email).

## **LODGING YOUR APPLICATION**

Your application should be saved as a pdf document and emailed to [hr@ctw.nsw.gov.au](mailto:hr@ctw.nsw.gov.au)

If you would like to discuss your application or have any questions regarding the position, please contact Council's Executive Manager Corporate Services at the Blayney Office during business hours on 6391 7200 or email [hr@ctw.nsw.gov.au](mailto:hr@ctw.nsw.gov.au).

Applications close at 5.00pm on Tuesday 24 February 2026.

## **SELECTION PROCESS**

A selection and interview panel will be formed, and they will be responsible for conducting a review of all applications and selecting who will be offered an interview. Applications are compared and a short list will be determined. If you are successful in being shortlisted, you will be contacted by phone and email to offer you an interview.

The interviews are scheduled to take place on Friday 6 March, at the CTW Office, 30 Church Street, Blayney.

## **INTERVIEW PROCESS**

If you are offered an interview you will need to bring a copy of any relevant qualifications. The selection panel will ask you a range of questions about the role, your experience and capability to undertake the functions of the role.

The interview is a chance for you to meet the panel, and for the panel to get to know you a bit more. It is your opportunity to demonstrate your suitability for the position. You will also have the opportunity to ask any questions regarding the position as well.

## **SELECTION**

Once the panel has interviewed all the shortlisted applicants, they will make a recommendation on which applicant should be offered the position. This will be based on the application, interview, referee reports and any other tests or assessments. In some circumstances you may be called back for a second interview.

Applicants who were not successful will be notified by email as soon as possible after an offer has been accepted by the successful applicant.

## **CONFIDENTIALITY**

As part of the recruitment process, we will be collecting information about you. This information is private information for the purposes of the Privacy and Personal Information Protection Act. This information will be included in the recruitment file and accessed by Council Records Staff and members of the Recruitment Selection Panel. Applicants may request their information be returned to them at the conclusion of the recruitment process.

**For more information, go to Council's website at [www.ctw.nsw.gov.au/aboutus/employment/](http://www.ctw.nsw.gov.au/aboutus/employment/) or contact the Executive Manager Corporate Services during business hours on 6391 7200 or email to [hr@ctw.nsw.gov.au](mailto:hr@ctw.nsw.gov.au).**

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<b>Position Title</b>	Network Operator
<b>Organisational Team</b>	Operations
<b>Location</b>	Blayney
<b>Reports to</b>	Water Network Manager
<b>Direct Reports</b>	Nil
<b>Employment Status</b>	Fulltime – 38 hours per week
<b>Classification/Grade/Band</b>	Grade 2: \$62,625 - \$75,777 per year, plus allowances

### Position Statement

This position undertakes a range of activities associated with the installation, operation, maintenance, repair, expansion, and relocation of water distribution facilities by performing the required duties either individually or as part of a team.

The position requires participation in an on-call roster, with a weekly allowance while on-call.

### 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.

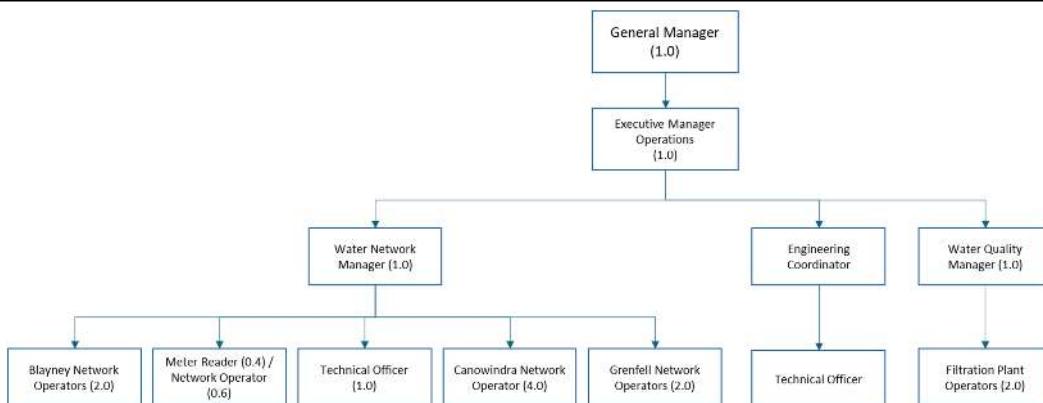
### Central Tablelands – Mission, Vision, Values

**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.

### Reporting Structure



### Key Accountabilities

1. Maintain trunk and reticulation mains.
2. Maintain hydrants, valves and other appurtenances.
3. Maintain individual property services.
4. Install new water mains and property services.

5. Maintain and operate facilities, including reservoirs, pumps, and pump stations.
6. Check and record data associated with CTW's water distribution facilities.
7. Complete all relevant plant, stores and job costing documentation.
8. Maintain machinery, plant, vehicles and tools.
9. Provide assistance and instruction to other employees.
10. Adhere to Work Health and Safety policies and procedures.
11. Perform other duties as directed, commensurate with level of responsibility and skills.
12. Undertake meter reading to ensure that an accurate record of customer usage is obtained.
13. Assess and improve work practices and procedures on a continuous basis to achieve or exceed CTW strategic goals.
14. Demonstrate and promote a positive and ethical workplace culture and commit to applying CTW's values, policies and procedures at all times.
15. Be responsible for preventing, detecting and reporting incidents of fraud and unethical behaviour.

### Essential Criteria

1. Minimum 2 years related experience in a related field.
2. Ability to read water meters and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals.
3. Ability to write routine reports and correspondence.
4. Ability to communicate effectively with customers, contractors, and work colleagues.
5. Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals.
6. Ability to compute rate, ratio, and percent and to draw and interpret basic graphs and diagrams.
7. Ability to apply common sense understanding to carry out instructions provided in written, oral, or illustrative form.
8. Ability to problem solve.
9. Current NSW Class C Driver Licence.

### Desirable Criteria

1. Experience in maintaining and repairing water distribution facilities.
2. Current medium ridge truck licence.

### Capabilities for the role

The Local Government Capability Framework describes the core knowledge, skills and abilities expressed as behaviours, which set out clear expectations about performance in local government: "how we do things around here". It builds on organisational values and creates a common sense of purpose for elected members and all levels of the workforce. The Local Government Capability Framework is available at <https://www.lgnsw.org.au/capability>

Below is the full list of capabilities and the level required for this position. The capabilities in bold are the focus capabilities for this position. Refer to the next section for further information about the focus capabilities.

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