



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

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 step into a role with genuine breadth, autonomy, and influence — the kind of executive position where your decisions shape the organisation, the community, and the future of water services across the region.

Larger utilities offer scale — but roles can become narrow, siloed, and slow to move. At CTW, we are nimble, team orientated and provide an abundance of opportunity for you to have:

- **A broader remit** spanning operations, technical services, asset management, compliance, and long-term planning.
- **Direct influence** at the executive table, shaping whole-of-organisation strategy.
- **Faster impact**, with the ability to make decisions and see results without layers of bureaucracy.
- **A legacy you can point to**, in an organisation where your leadership genuinely matters.

For the right leader, this is a career-defining opportunity — not because of size, but because of opportunity.



Charlie Harris
General Manager

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.

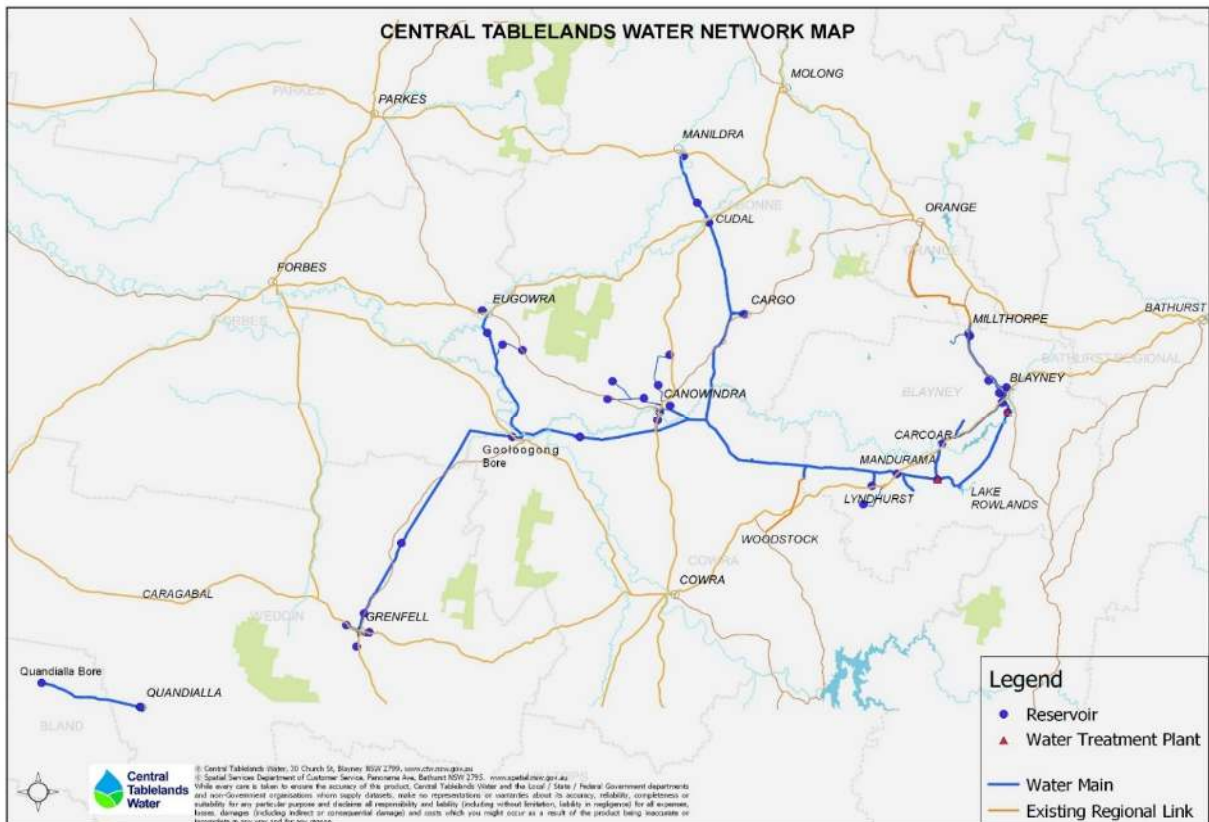
First proclaimed in 1944, today the county embraces the Shires of Blayney, Cabonne, and Weddin providing quality drinking water to these communities. Bulk water is also supplied to Cowra Shire Council, to service rural consumers and villages of Woodstock and Gooloogong. The Council currently has approximately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

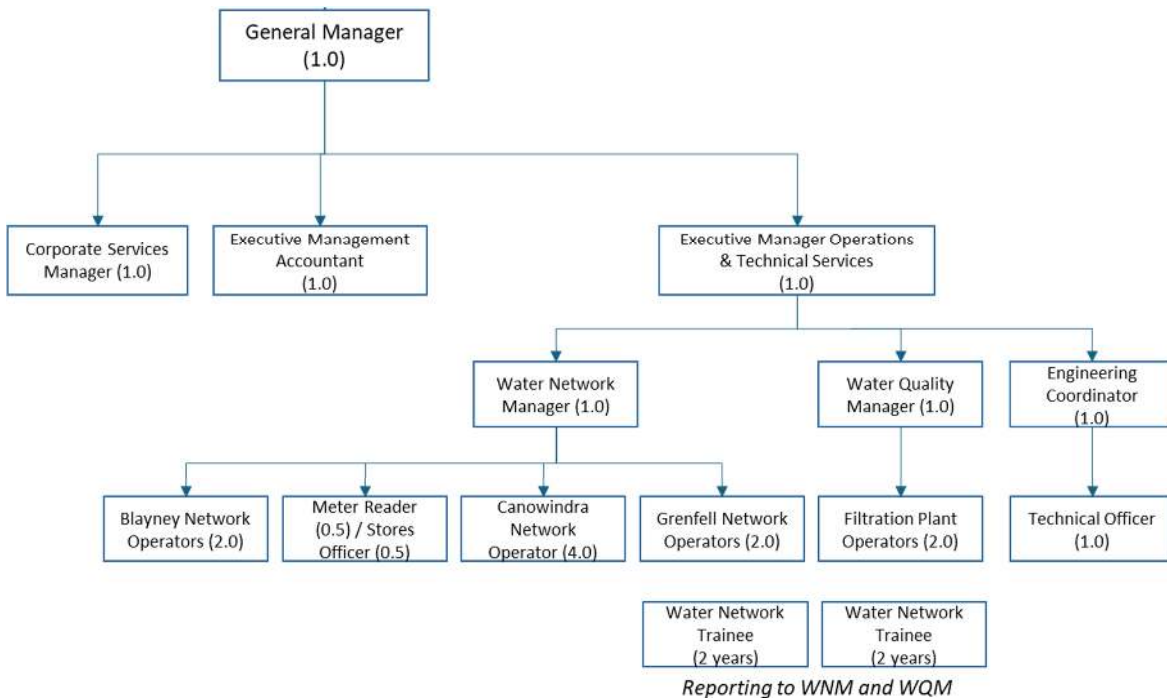
The position is primarily based in Blayney, NSW, with regular travel required to Canowindra and Grenfell.

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.

Operations and Technical Services Structure



About You

You are an experienced and motivated leader who thrives in environments where you can influence, innovate, and deliver. You bring strong people leadership, sound judgement, and the ability to balance strategic thinking with operational oversight. Water sector or-related Local Government experience will be highly regarded.

You may currently be in a larger organisation looking for **more responsibility, more autonomy, and a clearer line of sight to impact** — or you may be a regional leader ready for your next executive step.

Remuneration & Benefits

- Salary: \$142,254–\$167,115 (including superannuation)
- Market allowance negotiable
- Leaseback vehicle
- 9-day fortnight
- Professional Development
- Long Service Leave access after 5 years
- Executive-level influence in a role with genuine breadth and purpose.

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

Download the Information Pack, including the Position Description and application details, from our website at [Employment | Central Tablelands Water](#).

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 each essential and desirable criteria** listed in the Position Description
- Your **contact details** (mobile and email).

Lodging Your Application

Please submit your application to hr@ctw.nsw.gov.au.

For enquiries or to discuss the role please contact Charlie Harris, General Manager, during business hours on (02) 6391 7200 or email: hr@ctw.nsw.gov.au.

Applications close 5.00pm, Wednesday 3 June 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 are scheduled to be held at the **Blayney Office on Thursday, 11 June 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, please contact the General Manager or Executive Manager Corporate Services during business hours on (02) 6391 7200 or hr@ctw.nsw.gov.au.

Applications close at 5.00pm on Wednesday 3 June 2026

POSITION DESCRIPTION

Position Title	Executive Manager Operations & Technical Services
Organisational Team	Operations
Location	Blayney
Reports to	General Manager
Direct Reports	4 FTE
Employment Status	Fulltime – 35 hours per week
Classification/Grade/Band	Grade 7

Position Statement

The Executive Manager Operations & Technical Services (EMOTS) is a member of the Executive Leadership Team (ELT) and is responsible for leading the entire operations and technical requirements for the organisation, including efficient and effective service delivery and resource allocation, water quality compliance, and our asset renewal program.

The position of Executive Manager Operations & Technical Services in driving the success of the organisation by providing strategic leadership toward both asset management and maintaining uninterrupted and safe water services to over 15,000 users. The position will do this by leading and empowering a team to approach their work effectively, creating and using systems to enable data driven decisions for optimising resources, undertaking the operational and asset renewal programs on time and on budget and driving the organisation's strategic goals and regulatory requirements.

You will strive to be a visionary and innovative leader within the organisation, fostering continuous improvement and developing a culture of trust and collaboration through excellent communication.

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 & Values.
- We proactively engage in activities that bring to life Central Tablelands Water's strategic intent and strategy.
- We are open, honest, humble and professional in our dealings with all stakeholders.
- We collaborate, respect, trust and support each other.
- We honour our commitments and hold each other accountable for results.

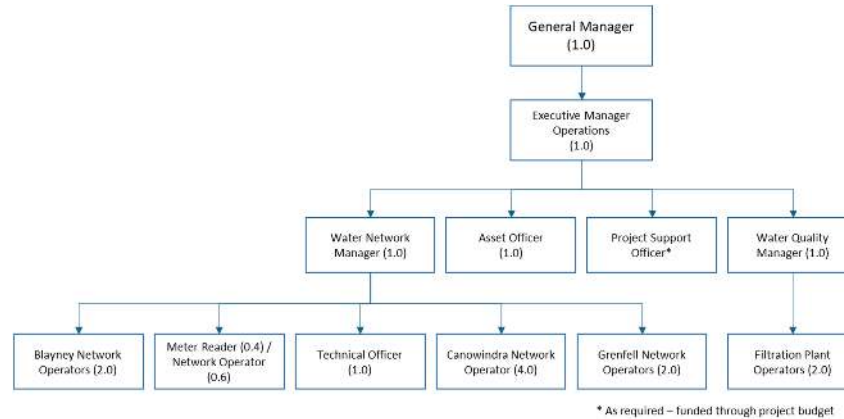
Personal Behavioural Competencies

- Demonstrates ability to lead & mentor staff and encourage a positive working culture.
- Demonstrates honesty, integrity, humility and respectful behaviours towards others.
- Demonstrates appropriate behaviours in the workplace in line with Central Tablelands Water's Code of Conduct & Team Charter.
- Demonstrates ownership of their key responsibilities, and accepting of feedback and direction in a fair, reasonable and cooperative manner.

POSITION DESCRIPTION

- Demonstrates initiative and a willingness to put forward ideas along with displaying a personal interest toward improving the way key responsibilities 'could' be achieved.
- Possesses appropriate skills and emotional intelligence to resolve working relationship issues should they arise.
- Demonstrates adaptability and resilience to cope with change.
- Demonstrates a Safety Leadership mindset.

Reporting Structure



Key Responsibilities

Service Management & Delivery

- Lead the delivery of all operational and technical service requirements, ensuring adherence to water quality standards and uninterrupted water supply.
- Manage and evaluate service delivery processes and workflows.
- Champion and maintain best practice lifecycle asset planning, risk-based prioritisation and data-driven decision making to optimise budgets and reduce backlogs.

Team and Safety Leadership

- Lead by example to cultivate a high-performance, values-driven culture.
- Foster cross-departmental collaboration and a unified organisational purpose.
- Promote safety in the workplace and ensure compliance with the WHS Act and regulations and foster continuous improvement of safe systems at work.

Technical Support & Troubleshooting

- Serve as an escalation point for complex technical issues.
- Ensure works comply with relevant engineering standards
- Ensure timely resolution of incidents and service requests.
- Oversee root cause analysis for recurring issues and implement preventive measures.
- Continuously review and refine technical service processes to improve efficiency and effectiveness.

Infrastructure & Systems Oversight

- Manage technical infrastructure, including telemetry servers, networks, and cloud services.
- Ensure systems are secure, up-to-date, and functioning optimally.
- Work with vendors and suppliers for hardware, software, and service procurement.
- Maintain comprehensive documentation of procedures, systems, and configurations.

POSITION DESCRIPTION

Budget & Resource Management

- Oversee financial performance, budgeting, and resource allocation.
- Work with Executive Management Accountant to ensure financial health and regulatory compliance.
- Opportunity mindset to seek revenue growth while maintaining cost efficiency and operational excellence.

Compliance & Risk Management

- Ensure adherence to council policies, industry standards, and regulatory requirements.
- Conduct risk assessments and implement mitigation strategies.
- Maintain data security, backup, and disaster recovery procedures.

Project Management

- Lead or support technical projects, ensuring timely delivery and alignment with objectives.
- Define project scope, objectives, timelines, and resource requirements.
- Evaluate and monitor procurement & tender processes and contracts to optimise risk reduction and value for Council.

Change Management

- Lead organisational change initiatives with clarity and confidence.
- Champion transformation in areas like digital innovation, sustainability, and customer experience.
- Ensure alignment and buy-in from all levels of the organisation during transitions.

Executive Leadership

- Contribute actively as a member of the leadership to inform and shape whole of organisation strategy, culture and objectives.
- Develop and implement policies, business plans and quality assurance frameworks.
- Communicate strategic vision, goals, and performance clearly to internal and external audiences.
- Build, represent and maintain relationships with service delivery clients, councillors, Central West NSW Joint Organisation, intergovernmental collaborations, regulators, local communities, key influencers and the public.
- Ensure alignment of stakeholder expectations with organisational priorities.
- Manage public relations and crisis communication in cooperations with the Corporate Services Manager
- Provide leadership coverage in an acting capacity as required for the position of General Manager.
- Other projects and duties as directed by the General Manager that is within the scope of your skills, competence and training.
- Limited out of hours contact, as required.

Essential Criteria

- Class C Driver's licence with a safe driving record.
- Tertiary qualifications in an Engineering discipline or;
- Minimum of 5 years' experience in a similar Water utilities position within a local government setting.
- Demonstrated project management experience for engineering and asset renewal projects.
- Willingness to work flexible hours to complete the requirements of the position including emergency leadership.
- Demonstrated computer skills to develop documents including suite of Microsoft applications.
- Demonstrated high level analytical skills, research, problem solving and commercial business acumen within a local government service context.

POSITION DESCRIPTION

- Demonstrated previous leadership skills with the ability to lead, motivate and mentor a team, participate in organisational change, fostering a collaborative environment, drive continuous improvement, and develop a culture of trust within the organisation.
- Strong interpersonal skills with the ability to influence people, build effective relationships, and achieve positive outcomes including the ability to maintain confidentiality and appropriate professional conduct.
- High-level communication skills and the ability to understand financial data and manage budgets, engage with internal teams and external stakeholders to achieve strategic objectives.
- Ability to prepare complex reports and returns for Council and Government Authorities.
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Desirable Criteria

- Knowledge of Record Keeping Software and Local Government document control.
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Performance Metrics and Success Criteria

Active participation in the Executive Management Team meetings to track and measure specific goals and outcomes related to this position.

Benefits:



- Improved Focus: The set time frame and clear goals help prioritise tasks and eliminate distractions.
- Motivation: The measurable timeline creates a sense of accomplishment.
- Adaptability: The quarterly reporting encourages frequent evaluation, allowing for flexibility and quick adjustments.

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
 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

POSITION DESCRIPTION

 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

Acknowledgement of the Position Description

This Position Description reflects the position at the present time only and may be updated to suit the needs of the organisation from time to time. Please refer to your employment contract for reference.

Employee Signature			
Name		Date	
General Manager Signature			
Name		Date	