



Central Tablelands Water

Capital Works Project Leader



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.

Contents

Acknowledgement of Country	2
Message from the General Manager, Charlie Harris	4
About Central Tablelands Water	5
Our Councillors	6
About the Role	7
How to Apply	8
Position Description	10

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 Capital Works Project Leader role is a rare opportunity to lead the planning, procurement, delivery and commissioning of critical water infrastructure projects across our region.



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.

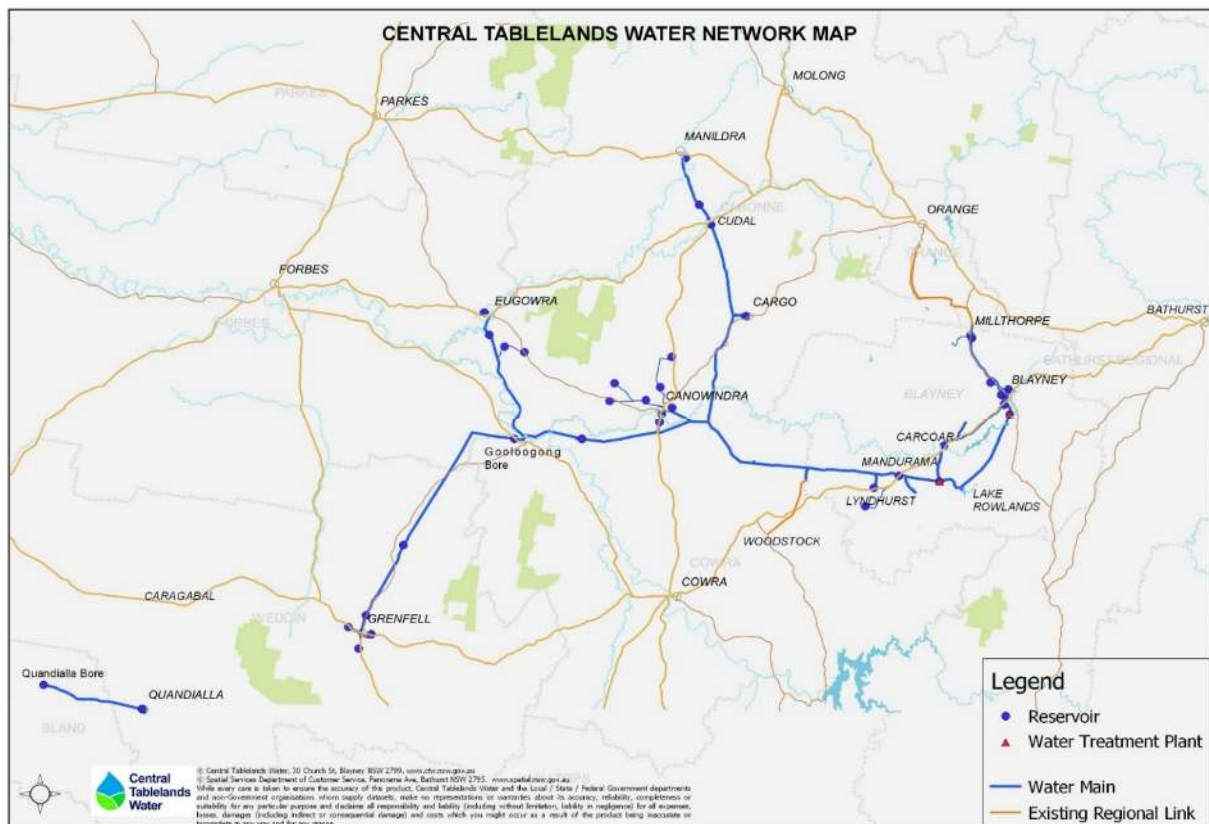
First proclaimed in 1944, today the county embraces the Shires of Blayney, Cabonne, and Weddin providing quality drinking water to these communities. Bulk water is also supplied to Cowra Shire Council, to service rural consumers and villages of Woodstock and Gooloogong. The Council currently has approximately 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 is seeking an experienced and motivated **Capital Works Project Leader** to lead the planning, procurement, delivery and commissioning of critical water infrastructure projects across our region.

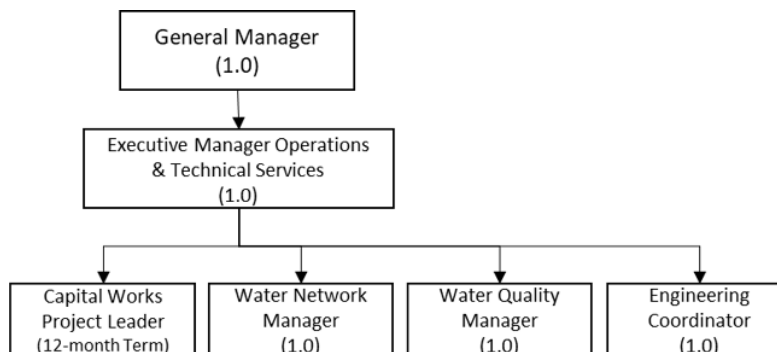
Reporting to the Executive Manager Operations and Technical Services (EMOTS), this role will manage a diverse portfolio of water infrastructure projects, ensuring successful delivery through effective project management, stakeholder engagement, contractor management, budget control and regulatory compliance.

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 will possess:

- A degree in Civil Engineering, Environmental Engineering, Construction Management, or significant experience managing capital works projects within the water sector.
- Demonstrated experience in project delivery, procurement and contract administration.
- Strong communication and stakeholder engagement skills.
- A current Class C Driver Licence and White Card.

Experience delivering water infrastructure projects and knowledge of NSW water industry standards will be highly regarded.

Remuneration & Benefits

- Salary: \$87,344 to \$105,687 plus 12% superannuation
- 9-day fortnight

If you are looking for an opportunity to make a lasting impact on essential regional infrastructure, we would like to hear from you.

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 this 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, Monday 3 August 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 Friday, 14 August 2026.**

The panel will ask questions relating to your experience 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.

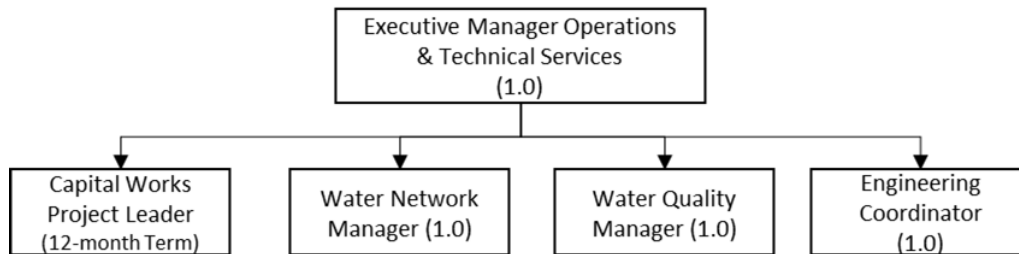
Applications close at 5.00pm on Monday, 3 August 2026

POSITION DESCRIPTION

Position Title	Capital Works Project Leader
Organisational Team	Operations and Technical Services
Location	Blayney
Reports to	Executive Manager Operations and Technical Services
Direct Reports	(under review)
Employment Status	12-month term placement
Classification/Grade/Band	Grade 5
Position Statement	
The Capital Works Project Leader is responsible for the planning, procurement, delivery and commissioning of water infrastructure projects. The person that holds this position is responsible for the effective delivery of renewal, augmentation and new projects as required by the organisation in collaboration with other departments and team members. Attentional focus on achieving acceptable outcomes by managing resources, quality, time and budgets is a key requirement for this position. This position provides expert project leadership across the full asset lifecycle and contributes to the delivery of the organisation's capital investment program.	
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 across 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.
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 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. • 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.	

POSITION DESCRIPTION

Reporting Structure



Key Responsibilities

- Leading delivery of capital works programs.
- Actively consult and communicate with all staff in achieving activities.
- Project planning and procurement.
- Contractor management.
- Stakeholder engagement.
- Budget planning, forecasting and cost control.
- Regulatory and environmental compliance.
- Liaison with councils and government agencies as required.
- WHS requirements.

Key Relationships

- Executive Management Team
- Manager Water Network
- Engineering Coordinator
- Manager Water Quality

Essential Criteria

- Class C Driver's licence with a safe driving record
- White Card for Construction
- Degree in Civil Engineering, Environmental Engineering, Construction Management or 5+ years' experience managing capital works projects in the water sector.
- Contract administration and procurement experience.
- Strong stakeholder engagement skills.

Desirable Criteria

- MR, MR, HC drivers' licence.
- Experience delivering water infrastructure projects.
- Demonstrated experience managing complex capital works projects.
- Experience in public sector or local government infrastructure delivery.
- Knowledge of NSW water industry standards, environmental approvals and regulatory requirements.
- Experience leading multidisciplinary project teams and managing consultants and contractors.

POSITION DESCRIPTION

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 Capability Framework is available at www.capability.lgnsw.org.au/local_government_capability_framework

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	Adept
	Act with Integrity	Advanced
	Demonstrate Accountability	Advanced
 Relationships	Communicate and Engage	Adept
	Community and Customer Focus	Adept
	Work Collaboratively	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	Adept
	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	