

JOB DESCRIPTION

Position Title	Manager Health, Safety and Environment		
Position Number	40787	Location	Darwin
Designation	Executive Contract Officer 1		
Reports To (Position Title)	General Manager Operations and Maintenance		
Northern Territory Government			
Information for Applicants	Applications must be limited to a one-page summary sheet and an attached resume/cv. For further information for applicants and example applications see: click here		
Information about Selected Applicant's Merit	If you accept this position, a summary of your merit (including work history, qualifications, experience, skills, etc.) will be provided to other applicants to enable transparency and understanding of the decision. For further information see: click here		
Organisational Context			
Territory Generation is a Government Owned Corporation that was formed in 2014. We product approximately 1900GWh of electricity a year using gas, diesel and solar technologies to provide power to the people of the Northern Territory. Our vision is to be the Northern Territory's trusted and respected energy services business.			
Our actions, words and behaviours are guided by a core set of Values that form the foundation of everything we do. Our Values are Focus, Integrity, Respect, Safety, Teamwork. "FIRST"			
We recognise that individually, our employees offer unique value and perspective and we are committed to a workplace that supports people from all backgrounds.			
People Leader Responsibilities			
As a leader of people, you are accountable for coaching, developing and leading your people to achieve agreed objectives which contribute to the shared vision for Territory Generation. You actively demonstrate the organisation's values and hold your team accountable for their performance and behaviour. Key responsibilities include:			
Focus	<ul style="list-style-type: none">• Demonstrates a sound awareness of the Vision and objectives of the Corporation.• Place highest priority on organisational goals and anticipate effects of own area plans, actions and objectives on other departments.• Drive for results – ensure team goals and objectives link back to the organisational objectives and adjust with the needs of the business.• Establish and monitor performance objectives for self and subordinates which support the organisational goals.• Provide timely appropriate feedback on performance. Reinforce efforts and progress and ensure ineffective performance or behaviour is effectively managed.• Remain self-disciplined and calm under pressure, develop realistic timelines and action plans to achieve agreed goals;		
Integrity	<ul style="list-style-type: none">• Demonstrate the organisation's values. Help subordinates understand the organisation's vision and values and their importance.• Conduct business in line with the values and high ethical standards – considers values in all business interactions.• Ensures compliance with legal, governance and policy requirements.• Deliver on commitments – where commitments cannot be delivered on, communicates openly and honestly and sets new timelines for delivery.		
Respect	<ul style="list-style-type: none">• Actively listen and seek information to understand circumstances, problems, expectations or needs of team mates and subordinates to improve working relationships.• Actively support organisational goals and change initiatives – identify subordinate concerns and address in a timely manner.• Look for opportunities to reinforce and recognise the importance of accomplishment by individuals and teams in supporting the Values through their actions.		
Safety	<ul style="list-style-type: none">• Actively promote safe work behaviours to reinforce a positive safety culture.• Ensure safety KPIs are established and achieved in all areas.• Challenge unsafe behaviours and recognise good safety behaviours.• Monitor safety performance ensuring teams takes ownership of their safety performance.		
Teamwork	<ul style="list-style-type: none">• Build positive working relationships within own team and other areas to help achieve team/department goals.• Coach and guide direct team to accomplish work and team objectives by setting specific performance goals and following up, as necessary.• Encourages subordinates to be accountable and take responsibility for actions.• Take an active interest in the goals and progress of other departments/areas/teams.• Focus on personal growth and establish development plans to address gaps and which will help the achievement of performance goals.		

Role Responsibilities

As a key senior leader within the company, this position is responsible for maintaining Health, Safety and Environment at Territory Generation to a very high standard, driving the improvement agenda. You will **lead** the design and delivery of Workplace Health, Safety (WHS) and Environment strategies, procedures, processes and systems, developing a positive safety culture throughout Territory Generation. You will function as the company's Safety Officer and take full ownership of all WHS and Environment Management activities of the Corporation.

Your responsibilities include:

1. Develop and implement strategic initiatives, procedures and practices that positively impact the WHS and Environment culture, meet the long-term goals of the business and are aligned to industry best practice.
2. Provide expert advice and direction to the CEO, Senior Managers and employees regarding the delivery of effective, contemporary and strategic WHS and Environment initiatives, with a focus on compliance obligations any change in legislation and continuous improvement.
3. Manage the risk to Territory Generation and its employees, customers, reputation, assets and interests through leading regular risk assessments, reviewing: safety management plans; environment management plans; strategic risks; ; regulatory, process safety and operational risk; environmental risk and recovery.
4. Develop and implement procedures, systems and practices that support the desired WHS and Environment culture while complying with relevant legislation requirements.
5. Lead and manage a small team responsible for developing and implementing effective WHS and Environment strategies, processes and procedures.
6. Proactively influence the Executive Leadership Team in the development of a contemporary WHS and Environment culture.
7. Develop and maintain effective collaborative partnerships and strategic alliances with relevant internal and external stakeholders.
8. Lead and/or participate in incident investigations to ensure root causes are identified and actions implemented.
9. Conduct business continuity assessments and implement plans to limit risks and exposure and put emergency preparedness plans in place.
10. Actively assist staff and Managers to lead by example of safety First. Carry out duties in accordance with Territory Generation's safety, environmental and quality policies, safety principles, corporate values and strategies.

Selection Criteria

Essential

1. Five or more years' experience in Work Health and Safety (WHS) Management roles with proven ability to provide strategic advice on all aspects of WHS management to ensure compliance with relevant legislation.
2. Demonstrated ability to provide high level strategic and operational management advice on the development and delivery of innovative and responsive WHS and Environmental strategies, policies and programs to the Corporation.
3. Previously demonstrated high level skills managing WHS for an operational workforce in a complex industrial/engineering related environment.
4. Demonstrated ability to design strategies and change management plans and communications strategies for WHS projects.
5. High level ability to develop and implement procedures, strategies and programs in relation to WHS and Environment.
6. High level understanding and knowledge of sound business management principles and practices inherent in the development and delivery of innovative and responsive WHS and Environment strategies, policies and programs.
7. High level leadership and management skills.
8. High level oral and written communication skills and the ability to communicate effectively with people of diverse cultures and influence positive outcomes with managers, staff and other key stakeholders.
9. Well-developed analytical skills, with the ability to identify and implement opportunities for continuous improvement to WHS and Environment programs and systems.
10. Ability to carry out duties in accordance with Territory Generation's safety, environmental and quality policies and corporate values and strategies.

Desirable

1. Tertiary qualifications in Workplace Health and Safety or similar.
2. Tertiary qualification in Environmental science and management or similar.
3. Experience in the Power Generation industry or heavy industrial industry.
4. Technical acumen
5. Demonstrated knowledge of health, safety and risk legislation, management practices and systems that comply with ISO 14001, ISO 45001, ISO 31000 and ISO 9001.
6. An understanding of contemporary issues relating to the utilities industry.

Direct Reports			
<ul style="list-style-type: none"> • WHS Project Advisor • WHS Advisor - North • WHS Advisor – South • Environment and Sustainability Advisor 			
Key Internal Relationships			
<ul style="list-style-type: none"> • Executive Leadership Team • Manager People and Capability • Regional and Station Managers • Learning and Development Team 			
Key External Relationships			
<ul style="list-style-type: none"> • NT Worksafe • WHS and Environmental regulatory Bodies • Unions 			
No. of Employees Reporting (approx)		4	
REVIEW / AUTHORISATION			
HR Review:			Date
General Manager Operations and Maintenance:			Date
Pre-Employment medicals are a requirement for all Territory Generation positions.			
For further information please contact: Tim Danby, A/General Manager Operations and Maintenance on 08 7979 2505			
Apply online:	https://jobs.nt.gov.au/Home/JobDetails?rtfId=292749		
Closing date:	07/04/2024		