

# Environmental Lead - Construction

## POSITION DESCRIPTION

<b>Position Title:</b>	Environmental Lead – Construction
<b>Reports To:</b>	General Manager Program, Development & Delivery
<b>Location:</b>	Launceston or Devonport
<b>Instrument:</b>	Water Industry Award 2020
<b>Award Classification:</b>	Level 9
<b>Salary Band:</b>	\$150,000 to \$170,000
<b>Employment Basis:</b>	Contract - 2 years
<b>Hours of Work:</b>	38 hours per week

## Organisation

Tasmanian Irrigation Pty Ltd (TI) is the State-owned Company responsible for developing and operating irrigation schemes, typically funded through public / private partnerships.

Since Tasmanian Irrigation was established in 2008, the Company has taken over management of a range of inherited assets, including dams, irrigation schemes and river works, constructed 16 new irrigation schemes, and advanced planning on a further six schemes.

By 2030, Tasmanian Irrigation expects to manage a portfolio of irrigation infrastructure valued at more than \$900 million, capable of delivering 236,000 megalitres of water via 1,786km of pipeline, 49 pump stations, 15 dams and three power stations.

All schemes developed and operated by Tasmanian Irrigation are economically viable, environmentally sustainable, have strong community endorsement, are designed to last at least 100 years and deliver water at an average reliability of more than 95 per cent per annum.

## Role Purpose

The Environmental Lead - Construction is responsible for providing senior environmental leadership, advice and oversight across the construction phases of the Northern Midlands Irrigation Scheme (NMIS) and South West Irrigation Scheme (SWISA).

The role ensures that construction planning and delivery is consistent with Tasmanian Irrigation's environmental management system, statutory approvals and permit conditions, and Tasmanian and Commonwealth environmental legislation.

The position works closely with project managers, construction managers, contractors and specialist ecologists to implement Construction Environmental Management Plans (CEMPs), manage environmental risks and compliance, and build capability within TI's internal environmental team.

### Key Responsibilities

- Provide clear environmental leadership for NMIS and SWISA construction, setting expectations for compliance, performance and risk management.
- Lead implementation of CEMPs and sub-plans, ensuring practical, risk-based controls are embedded in construction methodologies, design decisions and site management.
- Oversee contractor environmental performance through inspections, audits and review of environmental documentation, ensuring understanding and compliance with TI requirements and approval conditions.
- Coordinate ecological and specialist environmental inputs (e.g. pre-clearance surveys, habitat management, monitoring) and translate technical advice into clear requirements for project teams.
- Manage environmental monitoring, incidents and non-conformances, including investigation, corrective actions, lessons learned and accurate record-keeping.
- Provide technical leadership and mentoring to TI environmental staff and work collaboratively with project, site and WHS teams to integrate environmental considerations into all aspects of project delivery.

### Level of Accountability

The role must be performed with a high level of integrity and in accordance with TI's values, policies, procedures and Delegations of Authority. The Environmental Lead – Construction is a senior specialist position with significant autonomy across the NMIS and SWISA projects and is expected to exercise sound technical judgement, proactively identify and escalate environmental risks, and provide clear, balanced advice to project teams.

The role is accountable for the quality and timeliness of environmental advice, oversight of contractor environmental performance, accuracy of records and reporting, and effective mentoring of TI environmental staff. Guidance and support are available from the General Manager Program, Development & Delivery, relevant Project Managers and the General Manager People, Culture and Sustainability as required. All work is to be completed within agreed timeframes and to a high professional standard, with active engagement in feedback and reflective practice to support continuous improvement and ongoing professional development.

### Organisational Relationships

Reports to:	Manager Environment - Projects
Direct Reports:	Nil
Key Internal Relationships:	Project Manager, Construction Supervisors, Contract Superintendent, Project Team and broader Program Development and Delivery team
	Environmental, Health and Safety team
	Technical Support Services team
	Commercial Services team

	Water Delivery team
External Relationships:	Contractors and suppliers
	State and Federal water and environmental Regulators
	Environmental consultants
	Community stakeholders
	Landowners and irrigators
Leadership Teams:	NMIS and SWISA Project Management Team, SLT.

## Knowledge, Experience & Qualifications

### Required:

1. Tertiary qualifications in environmental science, environmental engineering, ecology or a related discipline.
2. Significant experience in construction environmental management for civil or infrastructure projects, ideally including linear infrastructure and/or dams and water infrastructure.
3. Strong working knowledge of relevant Tasmanian and Commonwealth environmental legislation, policy and approvals processes (e.g. EPBC Act, state environmental and planning regimes, water and threatened species protections).
4. Demonstrated experience implementing CEMPs and environmental controls in a construction environment, including inspections, audits, incident management and reporting.
5. Proven ability to interpret approval conditions, technical reports and monitoring data and translate them into practical, field-ready requirements.
6. Experience overseeing or working closely with contractors and technical consultants, including influencing without direct authority.
7. Leadership, coaching and mentoring skills, with the ability to develop capability in less-experienced environmental practitioners.
8. Sound judgement, risk awareness and problem-solving skills, with a track record of identifying pragmatic solutions within regulatory frameworks.
9. Current driver's licence and capacity to travel regularly to regional and remote construction sites

### Desired:

1. Experience in the water, irrigation or related natural resource management sectors.
2. Experience working within or with state-owned corporations or similar public sector entities.
3. Familiarity with ISO 14001 environmental management systems and ISO 45001 / WHS systems.

## Respectful and Safe Workplace

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## POSITION DESCRIPTION

Employees are expected to contribute to a workplace culture that is safe, respectful, and inclusive. This involves modelling behaviours that reflect TI's values, complying with and promoting safety procedures, and taking shared responsibility for identifying and managing risks to health, safety, and wellbeing, including psychosocial hazards. Employees are to encourage open communication, treat mistakes and near misses as opportunities for improvement, and support mental health and wellbeing initiatives.

Equally, employees must foster a respectful environment by demonstrating professional conduct, valuing diversity of thought, and ensuring interactions are free from bullying, harassment, discrimination, sexual harassment, sex-based harassment, victimisation, or occupational violence. All employees are required to take appropriate action to uphold TI's zero-tolerance approach to behaviours that compromise a safe and respectful workplace.

In accordance with its Recruitment Policy, Tasmanian Irrigation is committed to selection procedures based on merit, qualifications, experience and which are aligned to the key selection criteria of the role. As such, applications for this role should address the Key Selection Criteria below to demonstrate their ability to fulfil the key duties and responsibilities outlined.

### Key Selection Criteria:

- **Technical expertise in construction environmental management** Demonstrated experience leading environmental management for major civil or infrastructure construction projects (ideally including dams, pipelines or linear infrastructure), with a strong track record in implementing CEMPs, sub-plans and site-based controls.
- **Regulatory and approvals knowledge** Strong working knowledge of relevant Tasmanian and Commonwealth environmental legislation and regulatory frameworks (e.g. approvals under environment, planning and water legislation), with proven ability to interpret and apply approval conditions and permit requirements in a construction context.
- **Contractor oversight and risk management** Demonstrated ability to oversee contractor environmental performance, including inspections and audits, identification and management of non-conformances, incident investigation, root cause analysis and development of practical corrective and preventative actions.
- **Ecological and specialist input coordination** Experience planning, coordinating and integrating ecological and other specialist environmental inputs (e.g. pre-clearance surveys, habitat management, monitoring), and translating technical advice into clear constraints and requirements for construction teams.
- **Leadership, coaching and stakeholder engagement** Proven capability to provide technical leadership and mentoring to environmental practitioners, and to build constructive working relationships with project managers, site supervisors, WHS personnel, contractors, regulators and community stakeholders.
- **Communication, judgement and delivery focus** Highly developed written and verbal communication skills, including preparation of clear advice, reports and regulatory correspondence; sound judgement and problem-solving skills; and a demonstrated ability to deliver high-quality work within required timeframes in a dynamic project environment.