

Head of Wastewater Strategy

Candidate Brief

Jan 2021



Delivering what matters

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Foreword

We're delighted that you are interested in the role of Head of Wastewater Strategy within NI Water. This role is integral to the organisation's vision:

"To grow Value and Trust by being world-class."

The future vision, values and strategy for NI Water have recently been redefined as part of our exciting and ambitious plans to transform our business to a world-class operation. NI Water is focused on improvement throughout the organisation with an ambition to provide World Class Service levels and become an organisation that sets the standards within the industry.

We seek a high-calibre Head of Wastewater Strategy within our Asset Delivery Directorate with the passion, experience and drive to join our leadership team and to make a real difference to our business; now and for the future.

If you're passionate about making a difference then we may have an opening in our team for you.

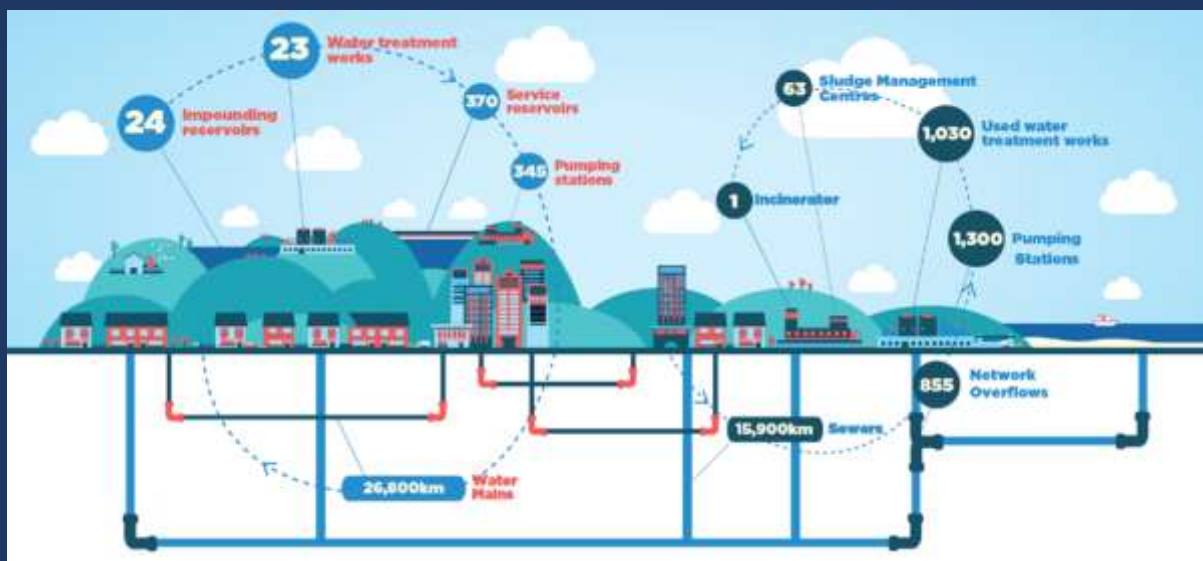


Sara Venning
Chief Executive

About Northern Ireland Water

Recently declared number 3 in NI's top 100 companies, NI Water was established on 1 April 2007 as a government owned company with the Department for Infrastructure as the sole shareholder.

NI Water delivers approximately 575 million litres of clean, safe drinking water to 875,000 households and businesses across Northern Ireland every day. We collect approximately 340 million litres of wastewater per day from around 710,000 households and organisations connected to the sewerage system and transfer it to a works where it is treated and disposed of safely.



Thousands of assets are operated and maintained on a daily basis to provide these services to our customers. By supplying clean fresh water and safely managing wastewater, NI Water safeguards public health, underpins economic growth and protects the environment, which benefits everyone in Northern Ireland.

Our Strategy

In preparation for setting out our plans for the PC21 period (2021-27), we refreshed “Our Strategy” for NI Water which provides a longer-term view across the next 25 years (2021-2046).

This strategy is underpinned by five strategic priorities:



These priorities form the backbone of this plan and, in a world that is changing fast, are key to tackling strategic risks and taking advantage of technological and innovative opportunities.

The strategic risks include; climate change, compliance with new legislation, rising customer expectations, customer demographics, innovation and our governance and funding model.

The opportunities include harnessing global water knowledge, moving to outcomes based analysis and solutions, innovation, new technology, data analytics to drive efficiency, value, sustainability and service for customers, and enabling a thriving regional economy in Northern Ireland.

Listening to our customers’ views and building these into our plans is also essential for us to ensure that our customers’ needs are at the heart of our service delivery.

We are pleased to have built great working relationships with our Principal Stakeholders. Working in collaboration they help to deliver, fund, shape and regulate our plans.



As the **Head of Wastewater Strategy**, you will form an intrinsic part of this plan and play a very significant role in the delivery of our strategic objectives.

Asset Delivery Directorate

This post is within the Asset Delivery Directorate, which is responsible for taking on the challenge of ensuring NI Water's asset management, capital delivery, performance and regulatory processes to support delivery of the company's strategic objectives.



Asset Management - Establishing the future needs arising from water and wastewater assets and recommend solutions through strategy and evidence.

Drinking Water Regulation - Management of all drinking water regulatory duties in collaboration with DWI. Analytical Services and sustainable catchment management.

Capital Performance - Determining the best way to deliver our capital programme by controlling risk, value, cost, planning and performance.

Environmental Regulation - Effectively managing NI Water's environmental regulatory duties in collaboration with NIEA.

Capital Delivery - Delivery of the Capital Works Programme with the supply chain, whilst driving productivity and value for money.

Safety Health & Environment - Works across NI Water seeking to continually improve Safety, Health and the Environment for both staff and the wider public.

Role Description

The Head of Wastewater Strategy is a Level 3 leadership post within the Asset Management department. The successful candidate will lead the Wastewater Strategy teams through a period of growth, transition and beyond into a new highly technical production line at the heart of the Asset Management function for PC21.

At the strategic level, the wastewater strategy team will support high quality and evidence derived services to NI Water customers through provision of effective strategic, studies, performance, maintenance, optimisation, planning and improvement recommendations for all wastewater assets across the company's asset base.



The Head of Wastewater Strategy will collaborate closely with key stakeholders and all senior colleagues within Asset Delivery, F&R, C&OD and beyond to achieve our team's mission:

"To generate efficiency, value and trust through easy to understand, evidence based strategic decision making"

Role Responsibilities

Leadership - The Head of Wastewater Strategy will be responsible for the operational delivery, planning and evolution of PC21 services in the following areas:

Modelling

- Network Modelling
- Capital Planning
- Developer Enquires
- UID Register
- DG5 Register
- Incident Planning
- Queries & Requests

Performance

- Asset Risk Evaluation
- Asset Performance
- Base Planning
- Deterioration Analysis
- Asset Optimisation
- Outcome Optimisation
- Reliability Centred Maintenance

Planning

- PC27 Planning and Prioritisation
- Strategies & Strategic Studies
- Environmental Regulation
- Sewerage Capacity
- Sludge/Incinerator Capacity
- Carbon Neutrality
- Mature Compliance Model

Environmental Outcomes

- Nature Strategy
- Carbon/Natural Capital Strategy
- Integrated Appraisals
- IEM/IDM Delivery
- DWMPs

Continuous Improvement - Seek innovative solutions and horizon scanning in collaboration with the innovation teams, analytics and IOC teams to identify business challenges for improvement, for proven innovative process and technologies that may be applied to current areas of our business.

Efficiency - Drive capital and operational efficiency in delivery of annual capital investment programmes to meet NI Water targets, in combination with economic, water quality and environmental compliance targets.

Technical Expertise - Represent NI Water in technical discussions and presentations connected with Wastewater Strategy issues with Government Departments, specifically the Shareholder Unit, DFI Minister and senior staff, DOF and government agencies, NIAUR and Consumer Council.

Stakeholder Engagement – Ensure NI Water continue to build great relationships with it's environmental and economic regulators though, evidence derived, transparent and simple to understand decision making.

People Management – Ensure that all staff within the Wastewater Strategy department are safe, motivated, performance measured and progressing with training & development plans.

BUDGET AND PEOPLE MANAGEMENT RESPONSIBILITIES

- In PC21 responsible for approx. 20 staff with 4-6 direct reports at Level 4.
- Annual consultancy Capex budget c £5M and Opex budget c £2M.

Duration of Appointment

This is a permanent position within NI Water, it is crucial for our future development as an organisation as we aspire to be an integrated, intelligent and resilient business capable of dealing with the challenges that rapid change brings about.

The Candidate

We seek a high-calibre Head of Wastewater Strategy with the passion, experience and drive to join our leadership team and to make a real difference to our business; now and for the future.

Criteria

Applicants **MUST** be able to demonstrate:

ESSENTIAL CRITERIA

1. A relevant degree in Engineering, Project Management, Science, or Business Management with 5 years managerial experience at a Senior Level including significant experience of influencing internal and external senior regulators and stakeholders
2. Relevant experience at a senior level of using complex, evidence derived analysis to underpin the planning and delivery of strategic solutions and recommendations from a wastewater perspective
3. Experience of Opex and its inter-relationship with Capex and experience of whole life solutions;
4. Have a deep understanding of the risks associated with Wastewater Infrastructure and Non-Infrastructure on Customers, Water, Environment, Economy & People
5. Hold a full, current driving license or have access to a form of transport to enable you to fulfil your responsibilities.

DESIRABLE CRITERIA

6. A successful record of achievement in inspiring and managing professionals and graduates to develop professionally and deliver new and innovative successful outcomes;
7. Chartered and active member of a relevant professional body.

Competencies

The candidate should demonstrate the following competencies in the candidate response and interview process through examples and outcomes:

DEMONSTRATES SELF-BELIEF AND RESILIENCE

- Maintains a positive 'can do' sense of confidence even in the face of opposition and inspires the same attitude in others
- Is tenacious and resilient in the face of difficulty
- Works collaboratively and uses negotiation and influencing skills to the benefit of the organisation whilst maintaining good relationships and influencing to secure desired outcomes
- Exhibits the expected behaviours associated with NI Water core values of Customer, Excellence, Integrity, Respect and Sustainability

COMMUNICATES EFFECTIVELY

- Disrupts traditional concepts through evidence based analysis and root cause analysis
- Displays a high level of interpersonal skills and projects credibility through simple, easy to understand decision making
- Continuously monitors and checks understanding of his/her audience, adjusting approach or style as appropriate
- Can move quickly from big picture thinking to paying sufficient attention to significant detail
- Able to quickly interpret and present data and management information

THINKS AND ACTS STRATEGICALLY

- Consistently anticipates, creates, manages and communicates the long-term direction and the impact of the present;
- Plans with the future in mind including the impacts of climate change and the route to net zero carbon ambition;

PERSONAL ORGANISATION AND ACCOUNTABILITY

- Plans and prioritises work load to ensure the effective and efficient delivery of the service and personal commitments
- Takes overall responsibility for the delivery of results
- Establishes clear personal and team performance expectations aligned to strategy

STAKEHOLDER ENGAGEMENT

- Develops strategies to ensure successful long-term relationships with key stakeholders;

How to Apply

Candidates are required to provide a covering letter explaining why they feel they would be a good candidate for the role and provide a CV that **demonstrates** the essential/desirable criteria and competencies listed above.

Apply through Jobs page on Source (Internal) or the NI Water Careers Page on www.niwater.com.

Recruitment Timeline

ACTION	DATE
Role Advertised	8 th January 2021
Closing date for submission of Applications	25 th January 2021
Interview dates week commencing	22 nd February 2021
Announcement of Appointments week commencing	1 st March 2021

Appointment Process

NI Water is committed to the principles of public appointments based on merit with independent assessment, openness and transparency of process. We are also committed to equality of opportunity and seek to improve the diversity of NI Water by encouraging women, younger people, ethnic minorities and people with disabilities to apply for appointments.

Pre-employment Checks

Upon appointment, you will be issued with a conditional offer of employment this will be subject to satisfactorily completing a number of pre-employment checks, these include; Access NI, verification of qualifications, 2 references, medical and proof of eligibility to work in the UK.

Remuneration

This role offers a competitive remuneration package to be discussed with the applicants at or after interview.

Location

Westland Complex, Old Westland Road, Belfast.

NI Water Benefits

Not only will you be working for one of Northern Ireland's top companies, you will also receive a number of company benefits to include; a generous salary, pension, investment in your future learning & development, occupational sick pay, employee assistance programmes and cycle to work scheme to name a few. At NI Water, we take the health and wellbeing of our staff very seriously with a number of health & wellbeing initiatives embedded into our strategy we take a holistic approach to look after our staff.

Diversity and Equality

NI Water is committed to equality of opportunity and acknowledges the unique contribution that all potential candidates can bring in terms of their education, ethnicity, race, gender, nationality, age, religion, disability, sexual orientation and opinions. Applications are positively welcomed from all backgrounds and appointments are made on merit following a fair, open and transparent selection process.

Disability

NI Water will provide reasonable support to disabled applicants throughout the recruitment process. Candidate Briefing packs are available in alternative formats upon request and applicants who may require special arrangements at interview stage should contact recruitment@niwater.com to enable us to make any appropriate adjustments.