

Senior Safety Advisor – Construction

Classification	Band 5
Team	Safety/Corporate and Assurance
Reporting to	Manager of Safety
Location	Office based in Bridge Street, Bendigo
Effective Date	September 2025

Working at Coliban Water

Underpinning healthy people is healthy water!

Every day almost 180,000 customers in North Central Victoria trust us to deliver the water and sewage services that underpin the health and prosperity of their communities – now and tomorrow. We deliver these services to residents, farmers, businesses, and industry in 49 communities in an area spanning more than 16,500 square kilometres.

Led by our vision **healthy water, healthy people**, putting our customers and communities first is part of our DNA.

Day-to-day this means we maintain and upgrade the water and sewage pipes, pump stations and treatment plants we all rely on. And it's why we've set a bold strategy to build on that trust, enhance our natural environment, strengthen water security and resilience, and help shape the future of our region for the better.

While we're proud to lead the way, we know our success will come from deep understanding and collaboration. We engage regularly with and learn from our customers, communities, Traditional Owners, strategic partners, and others – because as locals, too, we know the best outcomes are realised when we all work together.

What we stand for

We're focussed on a culture of Earn the customer, Own the risk, and Act. This underpins our ability to deliver high quality services to our region.

Earn the customer	We exist to serve our customers. We 'wow' them with an outstanding experience.
Own the risk	We take responsibility and are accountable to our customers and communities.
Act	We are brave in our decision making and take action. We make good judgements based on evidence and we follow through.

Working with us, you'll be joining a vibrant, dynamic, and supportive team that:

- Respects, supports, and collaborates with the First Peoples of the land on which we live and work.
- Champions an inclusive culture that celebrates diversity.
- Is committed to flexible work and balance.
- Is a leader in the area of social justice, which sees us challenging the way we work to improve gender equality and support those impacted by family violence.

At Coliban Water we balance a small team rhythm with the reach and resources of one of the largest Victorian regional urban water corporations.

With big plans on the drawing board over the next five years, it's a great place to take the next step in your career.

What are you waiting for? We'd love you to join us.

Position overview

The Senior Safety Advisor – Construction is accountable for providing specialist advice at an enterprise-wide level, including a focus on contractor management. This role is key to promoting and sustaining a positive safety culture, demonstrating safety leadership and empowering others to be responsible for their own safety.

The Senior Safety Advisor – Construction has accountability for:

- Driving a shared vision and commitment to an industry-leading safety culture at all levels of Coliban Water, including contractor management.
- Working with the Coliban Water Safety Team and the major projects/capital delivery teams to ensure a safe working environment for employees and contractors to deliver projects effectively, including those with high-risk works.
- Ensuring contractors and their sub-contractors engaged to perform works for Coliban Water have the required safety-related management plans, systems, licenses, permits and approvals in place as well as ensuring ongoing monitoring of their activities against these requirements
- Providing technical safety advice to teams and leadership on project health and safety matters, including those related to building, construction and upgrade of assets.
- Driving improvement and educating staff in contractor management to ensure consistent safety standards are applied and innovative solutions are engaged.

Position dimensions

Capital and expenditure budget	In accordance with the Organisation budget
Authorities/delegations	Please refer to the Financial Delegations Policy
Number of reports	0
Internal working relationships	All Coliban Water Staff, particularly those with contractor management responsibilities Key internal interfaces include Manager Infrastructure, Manager Safety, Manager Procurement Management Office
External working relationships	Service partners (Service Stream and Veolia)
Other	WorkSafe and other regulators as required

Key result areas

Health, Safety & Compliance

- Ensure Coliban Water, our Key Stakeholders, Service Delivery partners and Contractors comply with agreed and approved internal and external Health & Safety policies, guidelines, legislation, framework, ISO45001 & ISO9001 standard.
- Ensure all relevant legislation, policies and procedures are implemented effectively by all parties.
- Assist in implementing the Coliban Water Safety Management System and Contractor Management policies and procedures to ensure Safety management is clearly defined and fit for purpose enterprise wide.

Safety Culture

- Lead and deploy initiatives which improve safety performance and contribute to increased maturity in safety culture.

- Work closely with management and teams to ensure a wholistic approach to Safety (including wellbeing as applicable).
- Work with teams to identify safety training needs to uplift safety capability for staff.
- Partner with the Major Projects and Capital Delivery Teams and other key teams to address health and safety risks and concerns.

Incident Management and Continuous Improvement

- Conduct root cause analysis and investigations of safety incidents involving contractors and ensure key learnings are actioned to prevent recurrence.
- Develop and maintain reports and other deliverables as required by the Manager Safety.

Performance level

Action and accountability	This role provides expert advice to the business. It will be able to lead the investigation of major issues. Development of strategies to resolve problems is a key feature for this role along with a direct influence over policy.
Judgement and problem solving	This role makes decisions within complex and/or dynamic environments. At this level, the making of decisions and applying judgement is required to include consequence management of implications broader than the technical impact, such as social, political, environmental, legal and financial implications. Problem resolution is a feature of this role and will require application of regulations together with detailed analysis to determine the most appropriate course of action.
Specialist knowledge and skills	Extensive knowledge and experience in - Health Safety and Wellbeing (aligned to National and Victorian Legislation and current industry best practice) - Major Projects/Civil Construction (in a safety role) - Experienced in assessing, reviewing and monitoring safety management plans of contractors - Process Safety desirable - Sound understanding of Safety Management Systems, e.g., ISO and/or Federal Safety Systems - Accredited facilitation of Safety in Design workshops desirable
Interpersonal skills	This role operates within the space of negotiation, conflict resolution, inspiring change and persuading others for the matter of procedures, methods or strategies where differing opinions may exist. This role also requires the ability to lead and motivate others in the achievement of objectives, priorities, resource use, technical concepts and management decisions.
Leadership level	Lead self: Core skills demonstrating initiative, collaboration and communication.
Qualifications and experience	Expert working knowledge and experience in Safety and Risk associated with major projects and construction (10 years +) Qualification in health and safety, risk management, or other relevant discipline, preferably at post graduate level.

Shared goals

Health safety and wellbeing	Prioritise your own and others' health, safety and wellbeing by complying with the relevant Occupational Health & Safety legislation and Coliban Water's safety policies and procedures, including reporting hazards and incidents, and ensuring a discrimination-free work environment.
Environmental stewardship	Demonstrate a strong commitment to environmental stewardship by adhering to high standards, sustainability principles, and complying with relevant regulations.

Assessments and further requirements

- A valid and current Australian workers' rights.
- You will be required to complete all core-training requirements in the expected timeframes.
- You may be required to perform additional or supplementary duties from time-to-time consistent with your skills, training, qualifications, and experience.
- From time-to-time work outside of your regular business hours may be required, or you might be required to work at remote locations requiring overnight stay.
- You may also be requested to undertake pre or post-employment testing, such as psychometric testing, medical assessments, drug testing, police checks, security clearances, and other assessments.

Success profile

In addition to the qualifications and experience specified above, you will be required to meet the following criteria:

- Champion positive safety culture and risk culture, with the ability to influence a diverse range of internal and external stakeholders to commit to a shared vision, particularly for contractor management.
- Ability to understand and interpret organisational strategic direction and translate this direction into safety strategies.
- Assisting with scope review, project planning, and recommended processes to mitigate employee and contractor exposure to workplace hazards.
- Provide advice, training, consultation, monitoring and governance for compliance, to support stakeholders and ensure all relevant WH&S legislation, policies and procedures are implemented and effective.
- Aptitude for continuous improvement and simplification while confidently challenging the status quo in a supportive and inclusive environment.