

# ANZ Position Description

<b>Role</b>	<b>Title:</b> Senior/Principal	<b>Global Career Structure:</b> Professional (JP)	<b>Level</b> Choose an item.	
	<b>LOB:</b> People and Places Solutions (PPS)	<b>Primary role:</b> IWM Business Leader		
	<b>Region:</b> ANZ	<b>Role billability expectations:</b> 60-70%		
		<b>Role travel expectations:</b> Some, dependant on project requirements		
<b>Jacobs purpose</b>	To create a more connected, sustainable world.		<b>Values:</b> We do things right. We challenge the accepted. We aim higher. We live inclusion.	
<b>Summary</b>	<p>The purpose of this role is to develop and lead a national Integrated Water Management (IWM) business connected to Jacobs' global Solutions and Technology community. In particular you will be required to support the delivery of IWM projects (including strategic planning for IWM schemes, wetland concept and detailed design and natural treatment) initially for the Melbourne Water Engineering Services Panel and leveraging this experience to work with other Victorian and inter-state Water Authorities. The role would work across the ANZ Water Business.</p> <p>You will be an industry recognised leader in IWM and have existing client relationships that you can build on at Jacobs. You will be required to develop client relationships, identify opportunities, lead winning proposals, provide technical oversight of multi-disciplinary teams and high level project management.</p>			
<b>Technical and speciality skills</b>	Degree in Engineering or Science (or equivalent)	Industry recognised IWM specialist with strong existing client relationships and industry contacts.	Experienced in leading a range of integrated water management projects for a range of clients.	Technical background in relevant areas such as stormwater management, wetland design, urban design/liveability, nature based solutions.
	Demonstrated ability to win work, develop client relationships and lead business development activities.	Able to provide technical leadership to an agile multi-disciplinary team who work across a range of teams and projects.	Ability to build a successful team, provide coaching and mentoring.	Ability to communicate complex concepts across disciplines and to a range of stakeholders/audiences.
<b>Connections</b>	<b>Reports to:</b> Section Leader Water Resources (Team Leader – Waterways and Catchments)	<b>Key ANZ Connections:</b>	Technical Directors, ANZ Director of Operations, Section Leaders (SLs), Project Managers (PMs), Client Account Managers (CAMs), Solution & Technology (S&T) leadership, team members and ANZ Sales Team	
	<b>Leadership team/s:</b> N/A	<b>Key APAC Connections:</b>	ANZ COPs	
	<b>Direct reports:</b> N/A	<b>Key Global Connections:</b>	Global COPs	
<b>ANZ goals</b> From the ANZ 'Plan on a Page'	Create a culture of belonging where you can develop and grow	Build a dynamic and safe working environment, inspiring teams, delivering globally	Partner with our clients to solve their most challenging problems	Deliver compelling and sustainable returns for our shareholders
<b>Key KPIs aligned to ANZ goals (details specific to each position)</b>	Develop and maintain strong key client relationships – act as a trusted advisor to a select group of Jacobs' key clients across the public and private sector.	Secure new opportunities and grow Jacobs Market Share in areas of speciality	Facilitate the technical and commercial development of resources to meet market requirements.	Meet commercial outcomes by managing own hours, budgets and schedules and where applicable those of other team members

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Visit the [E3 page](#) on JacobsConnect for further resources.

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<b>Role specific expectations of our key core and leader competencies</b> <a href="#">Explore details here.</a>	<b>Customer Focus</b> Asks questions to accurately identify client needs. Prioritizes work based on client requests. Follows up with clients to ensure problems are solved. Internalizes client feedback and provides innovative ideas to meet their future needs.	<b>Situational Adaptability</b> Adapts or shifts priorities in response to the needs of clients, stakeholders, or the organization. Adapts leadership style in response to a broad range of different situations and challenges. Brings an approach to flexibility that becomes ingrained in the organization's structures, systems, and culture.	<b>Courage</b> Confronts tough organizational issues and disagreements. Delivers difficult messages directly. Confronts actions that are inconsistent with the organization's core values.	<b>Builds Effective Teams</b> Communicates clear goals and roles to team members. Ensures that the team has the right mix of skills and leverages the strengths of individual members. Models teamwork by working effectively with other leaders throughout the organization.
	<b>Business Insight</b> Learns about the key drivers of the organization's business. Uses knowledge about the business and industry to guide decisions and win work. Applies insights of the industry and trends to drive critical initiatives. Knows the right responses to changing market dynamics and new business information.	<b>Values Differences</b> Behaves with sensitivity toward differences in cultural norms, expectations, and ways of communicating. Challenges stereotyping or offensive comments. Seeks out the diverse perspectives and talents of others. Works effectively with others who have different perspectives, backgrounds, and/or styles.	<b>Strategic Mindset</b> Clarifies the organization's vision and strategy and ensures that efforts are prioritized to support them. Thinks beyond the day-to-day, taking a long-term, big-picture view of the business. Explores future scenarios and possibilities to help the organization respond to change and shape the future.	<b>Being Resilient</b> Remains objective and calm when faced with adversity. Manages crises and volatile situations effectively. Shows persistence in the face of adversity or obstacles, encouraging others to do the same. Displays stability and resilience in the face of crisis, enabling the organization to remain focused and productive.
	<b>Ensures Accountability</b> Accepts responsibility for successes and failures of own work and the team's work. Holds self and team accountable for outcomes (e.g., achieving goals and complying with policies and procedures). Designs feedback processes into the work. Creates an environment of accountability for meeting agreed-upon expectations.	<b>Communicates Effectively</b> Adjusts communication content and style to the audience and a diverse set of stakeholders. Practices active and attentive listening skills to verify understanding. Creates venues for constructive dialogue within the organization. Communicates effectively to a wide variety of audiences at all organizational levels.	<b>Cultivates Innovation</b> Encourages others to address challenges in new and better ways. Creates a culture that nurtures and rewards creativity and innovation. Removes organizational barriers to creativity and innovation. Challenges the organization to generate and implement breakthrough ideas and solutions.	<b>Drives Vision &amp; Purpose</b> Builds energy and optimism in others for the organization's vision. Communicates the vision of the organization in a way that others can relate to and buy into. Ensures that others understand how their efforts and contributions make a positive difference.

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