

WANNON WATER

# Careers Information Package

wannonWATER

# Our vital role

Each day across the south-west of Victoria we deliver clear, fresh drinking water to our customers. We also take away sewage and trade waste, which we treat and return safely to the environment.



- ▲ Towns with urban water and sewerage services
- Towns with urban water supply only
- ◆ Towns with a non-potable urban water supply
- Pipelines



# The application process

Wannon Water is driven to be an Employer of Choice within south-west Victoria.

Our recruitment process and decisions are fair, honest and merit-based, and comply with workplace-related legislation.

We aim to employ the right people for Wannon Water to succeed as an organisation.

## Preparing your application

All applications must be supported by a cover letter and resume. Please consider the following when preparing your application:

### Cover letter

Outline how well suited you are for the position and what you can bring to Wannon Water.

### Resume

Clearly outline your employment history, educational history, qualifications and skills relevant to the position.

### Referees

Include the names, position titles and contact phone numbers for at least two (2) professional referees. One of these referees must be your current supervisor/employer (which can be provided near the end of the decision process).

## Submitting your application

All applications are to be submitted online via Wannon Waters Careers Portal at <https://wannonwater.elmotalent.com.au/careers/careers/jobs>

Applications must be submitted prior to the closing date.

All applicants will receive confirmation of their application via email from a member of the People & Wellbeing Team.

## Short-listing and notification

All applications will be short-listed by an interview panel.

Candidates will be assessed on relevant qualifications and experience, along with how well they fit with Wannon Water's values, culture and team.

In some instances timeframes may vary, but short-listing is generally completed within the first week after applications close.

Unsuccessful applicants will be notified as practicable.

## Interviews

Applicants selected for interview will be contacted by phone with a proposed interview time, date and location.

All interviews will be conducted by an interview panel and Wannon Water has a preference to conduct these interview face-to-face.

Applicants will be asked a variety of questions relating to their experience and qualifications, and will need to demonstrate their ability to fulfill the role requirements and align with Wannon Water's values.

The outcome of the interview process is usually provided to all interviewees within seven days.



# About us

Wannon Water is Victoria's second largest regional urban water corporation by area.

Each day across south-west Victoria we deliver clear, fresh drinking water to our customers. We also take away sewage and trade waste which we treat and return safely to the environment.

As a key regional organisation, Wannon Water strives to be an influential community partner, contributing to the wellbeing and prosperity of the region as a whole. We are guided by our strategic direction of *beyond water for strong communities*.

We provide services to 34 towns, including residential, commercial, industrial and rural customers.

Our 212-strong employee base has more than 1,500 years' experience at Wannon Water to fulfil our purpose of providing safe, reliable, innovative and sustainable water services and strengthening communities in south-west Victoria.

We embrace all forms of diversity and promote family-friendly working hours and leave arrangements to ensure our workforce is representative of the community that we serve.

Each team of employees, from our humble beginnings back in the 1860s, to the complex operation we are today, continues to act and operate as stewards of our finite resources.



# Our strategic direction



**We provide safe, reliable, innovative and sustainable water services and strengthen communities in south-west Victoria**



OUR FOCUS IS ON:

Value for customers

Stronger communities

Performance culture

Business excellence

2023 OUTCOMES:



Our customers consider us great value



Our community partnerships help this region flourish

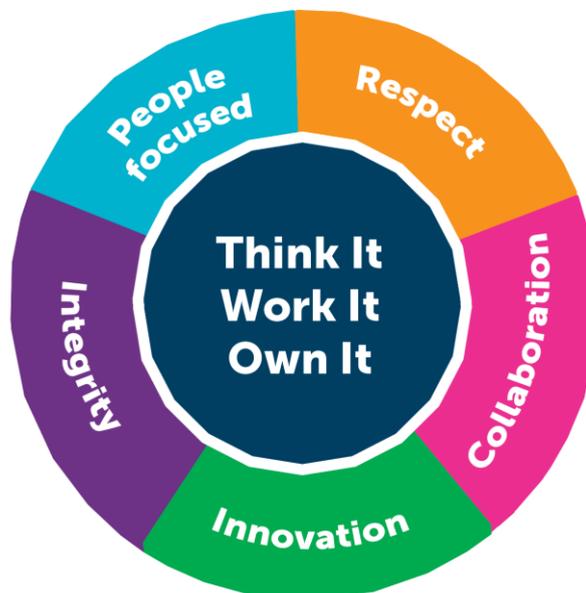


Our people are engaged, high performing and love working at Wannon Water



Our business is resilient and our practices effective

# Our values



# Our benefits

We are passionate about people - the people we employ, the people who depend on our products and services, and the people who make up our communities.

As an employee of Wannon Water, you will have a genuine opportunity to make the most of your talents, broaden your experience and take on rewarding challenges.

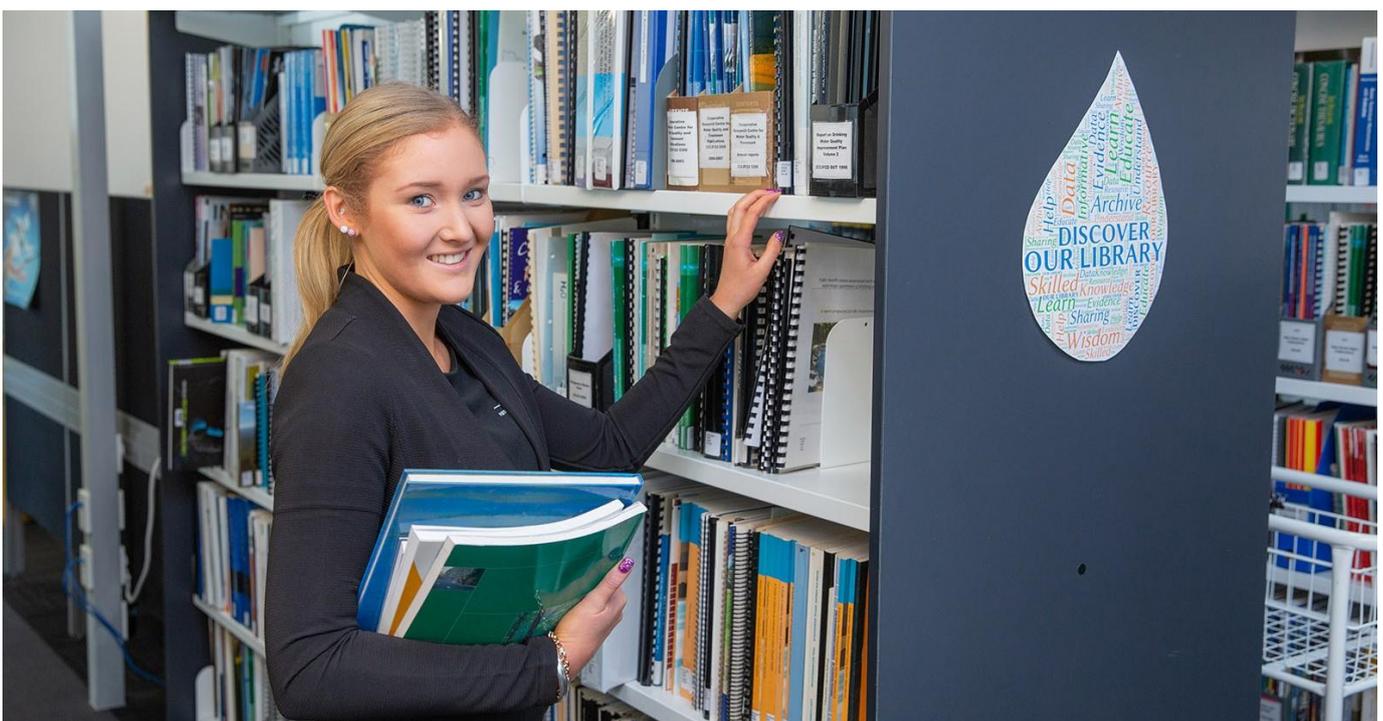
Working with the wider community, we commit to making gender equity a business and cultural norm. It's simply the right thing to do.

We embrace all forms of diversity and promote family-friendly working hours and leave arrangements to ensure our workforce is representative of the community that we serve.

We feature a mix of age groups and cultural diversity, programs to recognise and showcase great work and initiative, and a raft of professional development opportunities, making working here a great lifestyle choice.

## You will have access to:

- A workplace that is vibrant, friendly and welcoming
- Programs to recognise and showcase great work and initiative
- A flexible work environment
- A mix of age groups and cultural diversity
- Professional development opportunities
- An employee assistance program
- Study leave
- Health and wellbeing programs
- An events and activities committee
- Rostered days off
- Discounts on services including computers, software and broadband.



# Snapshot



**Climate:**  
temperate



**24C** average maximum  
summer temperature



**256kms** distance  
from Melbourne



**\$360 per week**  
median rent



**735mm** average  
annual rainfall



**14C** average maximum  
winter temperature



**\$370,000** median  
house price



Unemployment  
rate **3.4%**

*\* Warrnambool figures*

## About our region

South-west Victoria is one of Australia's most vibrant and exciting regions to live, work and invest

Our region extends from the Otway Ranges to the South Australian border. It includes the major centres of Warrnambool, Portland and Hamilton and features the diverse landscapes of the Great Ocean Road, the Grampians, the volcanic plains and the World Heritage-Listed Budj Bim Cultural Landscape, which is sacred to the Gunditjmarra people.

It was recently voted the most liveable region in Australia according to the annual Ipsos *Life in Australia* Poll.

You'll enjoy a relaxed lifestyle and clean air in the friendly regional centres, historic villages and rural escapes. Affordable housing, a great food culture, and quality educational, healthcare, recreational and cultural facilities are just some of the reasons to join us here.

Our region covers five local council areas which all have their own unique features.

### Warrnambool - a cosmopolitan city by the sea

The City of Warrnambool is the largest city in south-west Victoria. It is the major regional centre for healthcare, education, professional services and sport and culture.

#### Quick facts:

- Population: 34,900
- Main cities/towns: Warrnambool, Allansford.

- Major facilities/attractions: beaches, airport, livestock saleyards, Flagstaff Hill Maritime Village, Lake Pertobe, Lighthouse Theatre, art gallery, whale watching, May Racing Carnival, Grand Annual Sprintcar Classic
- Major industries/employers: Midfield, Deakin University, South West TAFE, South West Healthcare, St John of God Hospital, Lyndoch Living.

### Southern Grampians- Greater Hamilton - one place. Many possibilities

Spanning the heart of Victoria's renowned Western District, agriculture and sheep grazing are the major industries in the shire. Hamilton is the main retail and service centre, supporting a wealthy pastoral history of more than 160 years.

#### Quick facts:

- Population: 16,100
- Main cities/towns: Hamilton, Coleraine, Dunkeld, Peshurst
- Major facilities/attractions: Grampians National Park, Hamilton Sheepvention, botanic gardens, airport, rivers and waterfalls, food and wine, art galleries, camping, recreation and leisure
- Major industries/employers: Hamilton Regional Livestock Exchange, agriculture, forestry, healthcare, education and retail.



## Moyne - magical Moyne

Moyne Shire is characterised by agriculture, fresh seafood, manufacturing, historical villages and a vibrant and dynamic tourism industry which is a key driver of regional investment and development.

### Quick facts:

- Population: 16,900
- Main towns: Port Fairy, Koroit, Mortlake, Peterborough
- Major facilities/attractions: beaches, Port Fairy Folk Festival, Koroit Irish Festival, Tower Hill, Bay of Islands, Mount Shadwell olivine crystal fossicking, rail trail, fishing
- Major industries/employers: Warrnambool Cheese and Butter, Bega, SunPharma, Western Victoria Livestock Exchange, Bamstone, tourism, fishing and aquaculture.

## Glenelg - a perfect place to live, work and invest

Glenelg Shire is an important part of the Green Triangle economic region which spans the border area between South Australia and Victoria. The area has a strong focus on plantation timber, horticulture and viticulture. The shire is an important base for renewables and clean energy projects, particularly in emerging technologies.

### Quick facts:

- Population: 19,700
- Main cities/towns: Portland, Casterton, Heywood
- Major facilities/attractions: Budj Bim Cultural Landscape, harbour, historic buildings, Australian Kelpie Muster, Upwelling Festival, Wood, Wine and Roses Festival, Cape Bridgewater, fishing, boating, walking and camping.
- Major industries/employers: Alcoa, Port of Portland, renewable energy, agriculture, forestry, healthcare, education and tourism.

## Corangamite

Corangamite Shire is predominantly rural, with a large agricultural base. Tourism is also an important and growing industry, especially around the world-renowned Twelve Apostles, the Port Campbell National Park and the volcanic crater lakes.

### Quick facts:

- Population: 16,100
- Main towns: Camperdown, Cobden, Terang, Timboon, Port Campbell
- Major facilities/attractions: Twelve Apostles, Port Campbell National Park, volcanic lakes and craters, heritage buildings, gourmet food trail, Cobden airstrip, saleyards, rail and walking trails
- Major industries/employers: Fonterra, agriculture, energy projects, tourism, healthcare and educational facilities.

## OTHER INFORMATION

### Values

Wannon Water employees will demonstrate the values of the Victorian Public Sector as described in the Code of Conduct for Victorian Public Sector Employees (Responsiveness, Integrity, Impartiality, Accountability, Respect, Leadership, Human Rights) as well as Wannon Water's values:

- Think It!
- Work It!
- Own It!

We are committed to a destination where:

- Our people love working at Wannon Water.
- Our customers consider us great value.
- Our community partnerships help this region flourish.
- We are proud of our business excellence.

### Inclusion and Diversity

Wannon Water embraces all forms of diversity and promotes family friendly working hours and leave arrangements to ensure our workforce is representative of the community that we serve.

### Probationary Period

All successful applicants will be subject to probationary period in accordance with the Fair Work Act 2009.

### Code of Conduct for Victorian Public Sector Employees

The Corporation will require all successful applicants to adhere to the values and principles outlined within the Code of Conduct for Victorian Public Sector Employees.

### Policies and Procedures

All employees will adhere to systems, policies and procedures in relation to the Corporation's activities.

Employees should also adhere to the following principle:

"He or she shall not use the position for his or her personal gain or advantage, nor disclose any confidential information which may be acquired as a result of his or her employment by the Corporation".

### **Occupational Health & Safety**

Wannon Water has developed OH&S policies & Procedures that are designed to meet the requirements of the internationally recognised Australian Standard / New Zealand Standard 4801 (AS/NZS 4801). These standards ensure that all employees are provided with a safe and healthy working environment and compliance is mandatory.

### **Equal Employment Opportunity**

Wannon Water observes the principles of Equal Employment Opportunity and it is the responsibility of each and every employee of Wannon Water to ensure the workplace is free from discrimination.

### **Training & Development**

Wannon Water and its employees agree that well planned training is important to the success of the organisation. Wannon Water will work with employees to identify areas where the provision of training is required. An annual performance review of each employee will be undertaken by the employee's manager/coordinator in consultation with the employee to identify, plan and implement relevant training and development for the upcoming twelve months.

Wannon Water commits to providing suitable targeted training to equip employees with the necessary skills and competency to undertake their work.



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