



Career Opportunity with Water PNG Limited

Our Client Water PNG Limited (WPNGL) is a State-Owned Entity that became corporatized on 31st March 2017 by virtue of the National Water Supply and Sanitation Act (Amendment) 2020.

They are committed to delivering safe water and sanitation services to the people of Papua New Guinea. As they transition into the new company, they are embracing new ways of doing business to ensure they achieve their three strategic themes, **“Building the Business, Operational Excellence & Innovation and Delighting the Customer”**.

Water PNG has exciting job opportunities and seeks qualified and experienced individuals to occupy these roles.

Position Vacancies

1. CHIEF OPERATING OFFICER

Our client Water PNG has an exciting job opportunity and is seeking an experienced Chief Operating Officer (COO) reporting to the Chief Executive Officer at its office in Port Moresby. The Chief Operating Officer (COO) is responsible for providing leadership, direction and efficiency to the entire Operations by working with the relevant General Managers to establish, implement and oversee the long term goals, strategies, plans and policies in compliance with the Water PNG's Strategic Plans, Standard Operating Procedures and Business Operational Plans and Budget.

Responsibilities:

- Ensure that all departments are operated and managed in accordance with approved revenue and budgetary targets;
- Direct strategy towards the profitable growth and operation of all Regional Business Centres;
- Implement strong cost control measures and ensure that cost increases are consistent with revenue growth and budget;
- Represent all Business Centres before other government entities, international and domestic water agencies, and community groups and prepares technical information and administrative reports and make presentations to various stakeholders;
- Serve as the key spokesperson on issues relating to operations and maintenance of water and sewerage services mandated within Water PNG Ltd jurisdiction to provide;
- Initiate, build and maintain durable client relationships with all stakeholders; and
- Ensure Business Centres around the nation in operation complies with best practice quality management requirements and ISO standards and improvement process in support of Water PNG's efforts for process improvements and compliance.

Qualifications & Experience:

- Post Graduate qualifications in Civil Engineering; or MBA
- Minimum of 10-15 years' executive management experience;
- Advance knowledge in liaison with industry, water & sewerage system knowledge and engineering, project management, budgeting and cost management; and business risk management;
- Corporate Governance, continuous quality improvement, strategic planning, principles and practices necessary to manage core operational functions in a water utility, understanding of ISO standards and improvement processes;
- Proven record in managing a highly technical and engineering company;
- Member of Institute of Engineers;
- Member of Institute of Directors; (Desirable)
- Ability to work well under pressure and deliver to deadlines;
- High level of communication, both verbal and written;
- Value and maintain confidentiality and communicate professionally; and
- Exposure working in a fast-paced changing and challenging environment.

2. GENERAL MANAGER PORT MORESBY OPERATIONS

Our client Water PNG has an exciting job opportunity and is seeking an experienced General Manager Port Moresby Operations reporting to the Chief Executive Officer at its office in Port Moresby. The General Manager Port Moresby Operations oversees the branch, field operations, and activities of Water PNG. He/she develops business strategies and manages staff in line with the corporate and regulatory policies. The General Manager Port Moresby Operations is responsible for creating new business opportunities, up scaling team productivity, and developing methods to improve branch profitability.

Responsibilities:

- Provide strategic direction and leadership to ensure effective operation and maintenance of water and sewerage treatments works and water distribution and sewerage networks in compliance with the NCD Water and Sewerage Act and the achievement of objectives defined in the Water PNG Strategic Plan;
- Track budgets and negotiate contracts;
- Oversee the preparation of budget estimates, negotiating and managing budget allocations according to the Water PNG Financial Manual;
- Plan, manage and coordinate the activities of the POM Operations Department to ensure they achieve the objectives defined in the Water PNG Strategic Plans, Annual Business Operational Plans and Department Work Plans ensuring budget compliance;
- Provide essential input as a member of the Management Team to key projects, strategic matters and decision making process in the best interest of Fund or its stakeholders as applicable;
- Ensure that the team operates to the highest standard of ethical conduct and complies with its "Workplace Charter and Code of Conduct";
- Oversee the development and implementation of an Industrial Waste Policy and ensure compliance with effluent quality standards including WHO and PNG Drinking Water Quality guidelines; and
- Identify and review critical areas requiring new policies and contribute to their development including maintaining best practice water and sewerage asset maintenance in the water supply and sewerage disposal network systems.

Qualifications & Experience:

- Bachelor's degree in civil engineering, business, management, or related field;
- Minimum 7-10 years of experience in office management or administration;
- Excellent organizational and multitasking skills;
- Business Operations Skills;
- Proficient with Microsoft Office Suite including ERP systems viz. Pronto;
- Ability to work well under pressure and deliver to deadlines;
- High level of communication, both verbal and written;
- Value and maintain confidentiality and communicate professionally; and
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3. MANAGER NON REVENUE WATER PORT MORESBY

Our client Water PNG has an exciting job opportunity and is seeking an experienced Manager Non Revenue Water – Port Moresby, reporting to the General Manager Port Moresby Operations at its office in Port Moresby.

The Manager Non Revenue Water is responsible to develop, implement and review short and long term innovative and best practice strategies and programs in order to reduce Non-Revenue Water (NRW) rate in the most cost-effective manner ensuring quantifiable improvement to commercial losses with impact on company performance through revenue collection. The position will be in charge of the following; (1) Manage the water distribution system by ensuring water is distributed and supplied to the customers and (2) Pressure and Flow Management of the system by reducing physical losses (these are leaks, uncontrolled water into zones and villages/settlements).

Responsibilities:

- Plan, manage and coordinate the activities of Water Distribution Department to ensure they achieve the objectives defined in the Water PNG LTD Strategic Plans, Annual Business Operational Plans and Department Work Plans ensuring budget compliance;
- Coordinate preparation of budget estimates, negotiating and managing the Department's budget allocations according to Water PNG LTD Financial Manual and Procurement Manual and exercising financial responsibility for the efficient and cost-effective functioning of the Department;
- Ensure that all Departments are operated and managed in accordance with approved revenue and budgetary targets;
- Liaise with relevant stakeholders and develop, implement and review a Maintenance, Repair and Service Schedule and Periodic Preventative Maintenance Program for the effective attendance to customers' and consumers' complaints ensuring 100% customer satisfaction;
- Liaise with relevant stakeholders and develop, implement and review a Reduction Strategy and short and long term innovative Non-Revenue Water Policies, Systems and Procedures to ensure best practice changes are reflected and information disseminated;
- Identify and implement systems and programs with Stakeholder for effective monitoring of Customer Service Calls ensuring compliance to set standards and reduction of physical losses for the improvement of overall company performance;
- Involve relevant stakeholders including PNG Power regarding water supply at Sirinumu Dam and Concessionaire representative at Mt. Eriama regarding treated water supply and planned shutdowns in order to effectively plan shutdown to minimize water interruptions across the City; and
- Oversee the development and implementation of Water PNG Ltd's Non-Revenue Water programs (in liaison with the Commercial and Government & Community relations team) and procedures in relation to settlements and villages in an effective manner and ensure compliance in order to reduce commercial losses and improve performance to meet set annual targets.

Qualifications & Experience:

- Bachelor's degree in civil engineering, business, management, or related field;
- Minimum 7-10 years of experience in office management or administration;
- Excellent organizational and multitasking skills;
- Business Operations Skills;
- Proficient with Microsoft Office Suite including ERP systems viz. Pronto;
- Ability to work well under pressure and deliver to deadlines;
- High level of communication, both verbal and written;
- Value and maintain confidentiality and communicate professionally; and
- Exposure working in a fast-paced changing and challenging environment.
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4. GENERAL MANAGER LAE OPERATIONS

Our client Water PNG has an exciting job opportunity and is seeking an experienced General Manager Lae Operations reporting to the Chief Operating Officer at its office in Port Moresby. The General Manager – Lae Operations oversees the branch, field operations, and activities of Water PNG. He/she develops business strategies and manages staff in line with the corporate and regulatory policies. Their responsibilities include creating new business opportunities, up scaling team productivity, and developing methods to improve branch profitability.

Responsibilities:

- Provide strategic direction and leadership to ensure effective operation and maintenance of water and sewerage treatments works and water distribution and sewerage networks in compliance with the NCD Water and Sewerage Act and the achievement of objectives defined in the Water PNG Strategic Plan;
- Track budgets and negotiate contracts;
- Oversee the preparation of budget estimates, negotiating and managing budget allocations according to the Water PNG Financial Manual;
- Plan, manage and coordinate the activities of the Lae Operations Department to ensure they achieve the objectives defined in the Water PNG Strategic Plans, Annual Business Operational Plans and Department Work Plans ensuring budget compliance;
- Provide essential input as a member of the Management Team to key projects, strategic matters; and decision making process in the best interest of Fund or its stakeholders as applicable;
- Monitor and identify operations associated with new products and services, customer types, geographies, and channels;
- Ensure that the team operates to the highest standard of ethical conduct and complies with its "Workplace Charter and Code of Conduct"; and
- Oversee the development of strategies in reducing Non-Revenue Water (NRW) and monitor their implementation in close consultation with relevant Divisions.

Qualifications & Experience:

- Bachelor's degree in civil engineering, business, management, related field or MBA;
- Minimum 7-10 years of experience in office management or administration;
- Excellent organizational and multitasking skills;
- Business Operations Skills;
- Proficient with Microsoft Office Suite including ERP systems viz. Pronto;
- Ability to work well under pressure and deliver to deadlines;
- High level of communication, both verbal and written;
- Value and maintain confidentiality and communicate professionally; and
- Exposure working in a fast-paced changing and challenging environment.

5. MANAGER NON REVENUE WATER REGIONAL

Our client Water PNG has an exciting job opportunity and is seeking an experienced Manager Non Revenue Water Regional reporting to the General Manager Business Centre Operations at its office in Port Moresby.

The Manager Non-Revenue Water (NRW) is responsible for managing optimizing the water distribution system to minimize non-revenue water, ensure efficient resource utilization, and contribute to the overall sustainability of Water PNG Ltd. The position will be responsible to oversee NRW Regional Engineer in implementing strategies to reduce water losses, and ensuring compliance with quality standard and regulations.

Responsibilities:

- Develop and implement plans for timely and on-budget delivery of all NRW activities;
- Optimize resource allocation to achieve maximum efficiency;
- Develop, implement, and monitor comprehensive strategic and programs to reduce non-revenue water, including leak detection, pressure management, and water loss control initiatives;
- Ensure appropriate customer metering programs to minimize metering errors;
- Assist the Business Centre's by troubleshooting and establishing corrective action plans;
- Work closely with the BOMs to adopt corporate wide best practices and strategies for NRW reduction;
- Ensure bulk metering devices for zones and production are calibrated and replaced for accurate production and zone supply data is accurate;
- Ensure compliance with quality standards, environmental regulations, and industry best practices;
- Prepare and submit accurate reports on NRW reduction efforts to regulatory authorities and Senior Management;
- Collaborate with cross-functional teams, including operations, Infrastructure, and customer service, to implement integrated solutions for NRW reduction;
- Utilize advanced data analysis tools and techniques to identify areas with high water losses, track performance metrics, and develop data-driven solutions for minimizing NRW;
- Develop & implement NRW Policy, Programs and Strategy in Water PNG Limited; Plan, coordinate and supervise daily programs and activities on all leak detection & NRW works; and
- Manage the Leak Detection Program through reduction of physical losses and metering losses in distribution systems.

Qualifications & Experience:

- Bachelor's Degree in Civil/Environmental Engineering or related field (Master's degree desirable);
- Minimum of 8-10 years' experience in water distribution and NRW management, with proven track record of successful projects;
- Strong knowledge of water distribution, leak detection methods, and water quality regulations;
- Excellent leadership, communication skills, both written and verbal;
- Familiarity with industry trends, emerging technologies, and best practices in Water Management;
- Ability to carry out regulatory compliance and environmental sustainability awareness;
- Ability to use state-of-the-art leak detection equipment to detect and identify water leaks in a typical water supply network;
- Proficiency in data analysis and familiarity with data analysis software and GIS tools;
- Professional certification in water management or environmental engineering;
- Project management skills and experience in leading cross-functional teams;
- Knowledge of relevant regulations and standards in water sector;
- Working knowledge of ERP systems, in particular Pronto; and
- Proficient in Microsoft Office Suite, GIS, CAD and Hydraulic modelling etc.

6. MANAGER WATER PRODUCTION –WATER TREATMENT PLANT

Our client Water PNG has an exciting job opportunity and is seeking an experienced Manager Water Production (WTP) reporting to the General Manager Port Moresby Operations at its office in Port Moresby. The Manager Water Productions (WTP) is responsible for managing the operations of the company's water treatment plant. This includes taking charge of the water quality and operations support activities, plant operations and pumping activities as well as managing the water plants treatment team.

Responsibilities:

- Prepares the annual budget request for the division; estimates staffing, equipment, materials, services, and equipment needs based upon recent trends and planned activities;
- Monitors expenditures after budget adoption and approves purchase requisitions;
- Receive and respond to complaints and requests for repairs and takes remedial action;
- Monitors work in progress, ensures workers follow safe practices and departmental policies and procedures;
- Plan, organize, and direct all phases of the water treatment process, including disinfection, coagulation, sedimentation, and filtration;
- Coordinates with engineering staff to evaluate the effectiveness of alternative treatment methods and reviews the design of treatment facilities;
- Evaluate plant and distribution system operations and recommends and prioritizes upgrades, major modifications, and repairs of water treatment, distribution, and storage facilities;
- Direct and manage personnel involved in maintaining and repairing water treatment equipment and testing water samples;
- Inspect operation of the water treatment plant to ensure compliance with standards and proper operation;
- Approve adjustments in treatment; ensure wells, tank sites, pump sites, dams, and pump stations
- are properly maintained; and
- Ensures proper use of chemicals and chemical dosage is in compliance with state guidelines.

Qualifications & Experience:

- Bachelor's Degree in Environmental Science, Civil Engineering, or related field;
- Five (5) years or more of Water operations experience;
- Including two (2) years of supervisory experience;
- Registered Engineer Status Preferred;
- Methods, practices, standards and specifications for compliance to Wastewater regulations;
- Principles of design, construction and maintenance of Wastewater plant facilities, and servicing requirements of plant machinery and equipment;
- Experience with water quality testing, system monitoring and maintenance practices; and
- Familiarity with SCADA systems, remote monitoring technologies, and relevant software tools.

7. MANAGER FINANCIAL PLANNING AND INVESTMENT

Our client Water PNG has an exciting job opportunity and is seeking an experienced Manager Financial Planning and Investment reporting to the Chief Financial Officer at its office in Port Moresby. The Manager Financial Planning & Investment is of Techno-Commercial Position and is responsible for optimizing financial profitability generated from investments and management of funds. This includes financial planning, mobilization and utilization of funds managing financial resources to support Water PNG Ltd projects and initiatives. The position will work closely with cross-functional teams by analyzing income, expenses, investments, and risks and providing strategic financial guidance, budgeting, forecasting, to create a well-structured financial strategy for Water PNG Ltd to achieve projects and long-term growth.

Responsibilities:

- Develop and maintain comprehensive financial models, forecasts, and budgets for WPNGL Ltd;
- Conduct financial analysis and risk assessments to evaluate investment opportunities and project viability;
- Monitor and analyze the performance of the assets they oversee, making investment decisions, and executing trades;
- Manage investment activities and provide strategies that the company should take;
- Manage the planning of investment and financial activities for Water PNG;
- Collaborate with project teams to ensure financial plans align with the project goals and objectives;
- Work in collaboration with other departments, discussing company plans and agreeing on future paths to be taken;
- Ensure the safety of investors' funds, earning maximum returns, and provide timely advice to keep up with the market trends;
- Stay up-to-date on industry trends and regulatory changes that may impact financial strategies;
- Foster strong relationship with external financial partners, investors and government agencies;
- Monitor project financial performance, identify areas for improvement and cost-saving opportunities;
- Prepare investment and dashboards for senior management and stakeholders;
- Produce models to project long-term growth and determine the impacting business factors;
- Analyze financial and operational results to better understand company performance;
- Identifying area for improvement, and capitalizing on opportunities; and
- Ensure effective controls are practiced to safeguard assets and provide confidence in the integrity and reliability of the financial reporting.

Qualifications & Experience:

- Bachelor's degree in Commerce, Finance, Economics, Engineering with finance background, Business Management or related field (Masters degrees is desirable);
- Minimum of 10 years' experience in Strategic Financial Planning & Investment or related specialty with banks, Financial Institution, Business Advisory Institutions etc;
- Proven experience of in Leadership and Team management experience, financial planning, investment analysis, and project finance within water and wastewater industry or similar industry;
- Strong financial modelling and analytical skills;
- Excellent knowledge of ERP software tools;
- Exceptional written and spoken communication skills, research skills;
- Ability to work collaboratively in cross-functional team environment;
- Strong time management skills;
- The ability to work effectively under pressure;
- Proficient with Microsoft Office Suite; and
- Expertise in Advance Microsoft Excel.

HOW TO APPLY

Interested applicants should email a single file (which includes updated CV with three contactable referees and other required documents) to recruitment@hcms.wpng@gmail.com; with Subject Title: POSITON APPLYING FOR.

Applications close at 4:30 pm, Monday 7th October 2024
Only short listed candidates will be contacted.