



A great place to work!



Mark Williams

A message from the Managing Director

GWMWater prides itself on being a vibrant, proactive organisation that values people as the key to its success.

Our vision, mission and organisational values demonstrate our commitment to our customers, community and employees.

GWMWater is an Equal Employment Opportunity employer and is committed to continuously improving our quality, safety and environmental systems.

An aerial photograph showing a solar farm in the foreground, a large lake in the middle ground, and a range of mountains in the background under a clear blue sky. A blue banner with white text is overlaid on the image.

About us

We know water

GWMWater is a government-owned statutory corporation established in 2004 with a responsibility to provide, manage, operate and protect water supply and sewerage systems for our community.

We're involved in every stage of the water process, from when it falls from the sky to when it comes out of the tap. We know a lot about water, wastewater and water management - that's why we're so confident in our ability to provide the best services for the Grampians, Wimmera and Mallee regions.



We're locals

As locals, we're personally and professionally committed to the quality of our services. We're proud of our local community and our role in providing its water. We understand our region and the importance of water for a diverse, sustainable and healthy community. We value local input, and have a strong relationship with communities through our customer and stakeholder forums and working groups.

GWMWater is geographically the largest water authority in Victoria and offers exciting career opportunities for all employees.

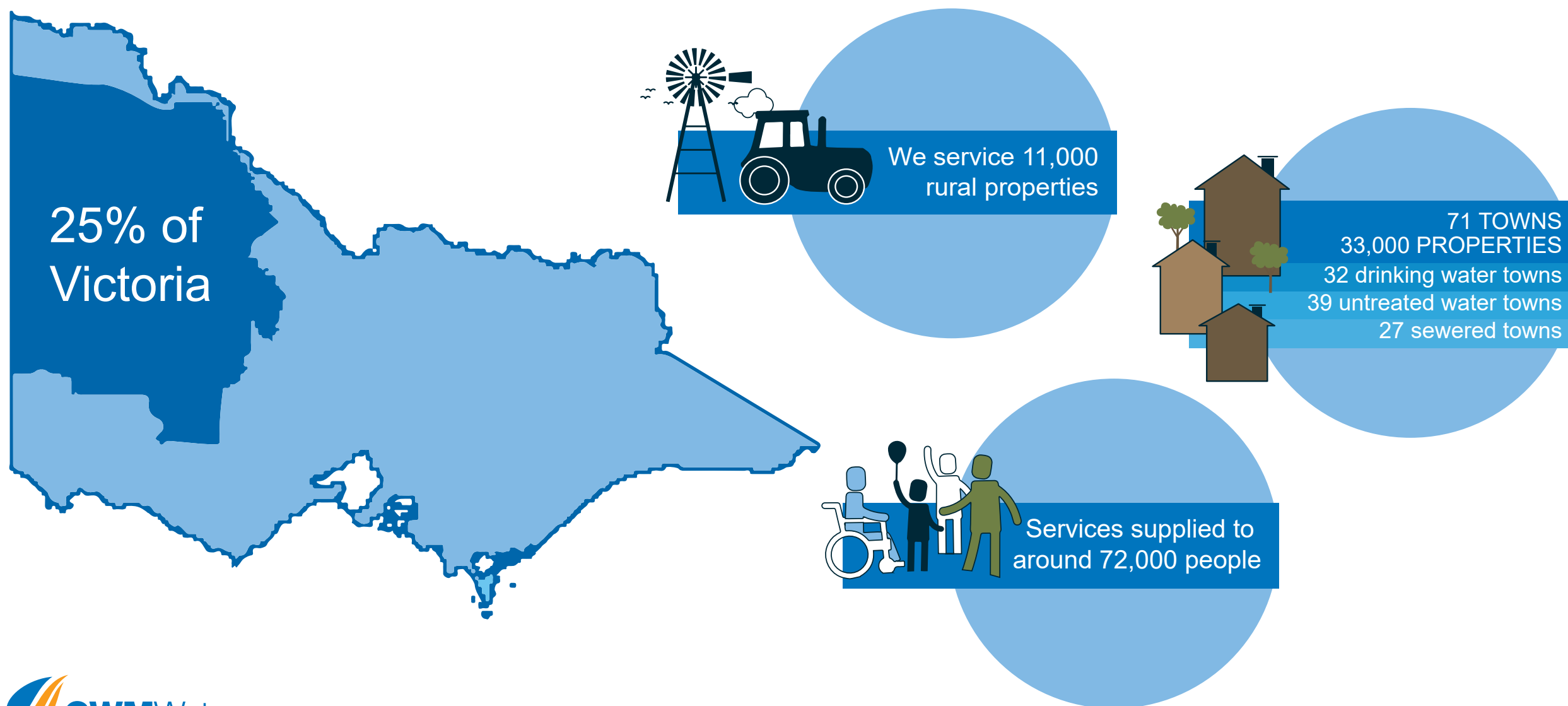


Our operational area

Our operational area is the largest of all Victorian water businesses, covering some 62,000 square kilometres.

We harvest water in the Grampians, extract water from groundwater bores and pump water from the Murray River.

Water is drawn from nine bulk water reservoirs, known by us as 'Headworks', which are open to the public for various recreational activities.





*"I am continually growing and
being challenged in my role."*

- Suzy McDonald, Manager Water Treatment



Our culture

Organisational values

Customer

We will promote a culture that respects the views of our customers and our people with a 'can do' approach.

Organisation

We will work as a team to deliver agreed organisational priorities whilst respecting the views of stakeholders.

Accountable

We will be accountable for the actions we take and responsible for those we influence.

Transparent

We will be able to promote the merit of our decision making.

Efficient

We will ensure that the performance of our people, assets and resources are optimised in the provision of services.

Disciplined

We will ensure that our policies and processes support a consistent attainment of quality and safety in all aspects of our operations.



Culture and development

We are committed to developing a capable, accountable, flexible, diverse, and resilient workforce that is able to meet both the current and future needs of the organisation and is responsive in an era of digital transformation. We are dedicated to fostering and supporting a learning environment to develop our current and future leaders and managers.

Career progression, training and the opportunity to learn new things on the job, are among the most commonly stated reasons people give for choosing to join, stay or leave an organisation. At GWMWater we recognise that the key to our success is our people.

We have developed a strong culture of supporting and empowering our staff to be the best version of themselves both professionally and personally, and contribute to the thriving communities we support. It is important to us that our staff feel safe, valued, are engaged and have a sense of purpose in their roles.

Social Club

We run a family-friendly Social Club which hosts events four times a year. Some of the events we have recently hosted include:

- Movie night
- Ten pin bowling
- Trivia night
- Stargazing night with an astrophysicist

We also host monthly Friday night drinks and luncheons each quarter.



Zero Harm

We pride ourselves on achieving a workplace of zero harm.

Our Zero Harm Strategy provides tangible, practical tips and advice to our staff, contractors, consultants and Board Directors, so that staff understand how their day-to-day actions can contribute to achieving a safe workplace.



"As Project Manager, I have been part of a dynamic, professional team, delivering a range of exciting projects."

- Zane Smith, Senior Project Engineer / Project Manager





Our region

Horsham and surrounds

Horsham, where our corporate headquarters is based, is the capital of the beautiful Wimmera region, and only three hours' drive from Melbourne and the magnificent Victorian South West Coast.

The region boasts access to many beautiful state and national parks including Mt Arapiles and the Grampians, as well as lakes, rivers and forests to explore.

Horsham offers a warm and welcoming community for those wanting to experience a safe and healthy rural lifestyle. This progressive city boasts first class educational, cultural, sporting and social facilities.



Things to do across the region

- Visit one of our beautiful lakes
- Go for a hike in the Grampians
- Check out the view from the top of Mt Arapiles
- Take a stroll along the Wimmera River
- Visit the Pink Lake
- Check out the Silo Art Trail
- Visit the beautiful wineries across our region
- Check out the local makers and farmers markets





Photos courtesy of Horsham Rural City Council

Facilities

We have many great facilities across the region including:

- Excellent primary and secondary schools
- Aquatic Centre, gyms, swimming pools
- Sports clubs such as football, netball, volleyball, rowing, fishing and cricket
- Golf club
- Art galleries
- Cafes and restaurants

Housing

Housing across the region remains affordable. Outside of the immediate Horsham municipality, housing is even more affordable. Surrounding towns include Natimuk, Murtoa, Dimboola and Pimpinio. We can also provide temporary accommodation to staff who relocate to the region as part of their employment with us.



More information...

For more information on what our region has to offer, visit:

Regional Living Victoria

regionalliving.vic.gov.au

Visit Victoria

visitvictoria.com/regions

Visit Horsham

visithorsham.com.au/events

Did you know we offer travel reimbursements to Preferred Candidates who are new to the region?

This enables you to meet with us face-to-face and see what our region has to offer, before you sign a contract.





Steph Merliceck

Steph shares her experience of moving from Melbourne to Horsham to join the GWMWater team...

I moved from Melbourne to Horsham in 2021 and soon after joined the GWMWater team as Environmental Sustainability Officer.

Moving during the pandemic had its challenges when it came to finding a suitable place to live but I managed to find a house that I love. The house prices in Horsham are also a lot more affordable in comparison to Melbourne, which is a bonus!

The work culture at GWMWater is great. Everyone is really nice and if you ever need any assistance, everyone is very approachable and willing to help out as much as they can.

I joined the local volleyball team when I first moved to the region and like that there are lots of different sports on offer, depending on your interests. I have friends who are part of the Rowing Club, netball, and football teams, so there really is something for everyone.

In my role, I am able to get a rostered day off every four weeks, which has made it easier to travel to Melbourne so I can stay in touch with friends and family there.

There are so many benefits to living in the region; the commute to work is very short and I don't have to pay for parking at work; there are a lot of great places to visit with lots of wildlife and native vegetation, especially in the Grampians, which is only a short drive away from Horsham. I also live close to the Wimmera River, which runs through Horsham, and enjoy being able to walk along the river daily.

Moving to Horsham and joining the GWMWater team was a great decision and has helped my career progression. I don't think I would have been able to get the job I currently have if I had have stayed in Melbourne.





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