

Position summary

Position title:	Area Lifesaving Manager 3 positions: - East / West / Central		
Position category:	Full time / Permanent		
Area of operation:	Lifesaving Services		
Reporting to:	General Manager – Lifesaving Services		
Operational service delivery portfolio:	<ul style="list-style-type: none"> Beach Lifeguards Volunteer Lifesaving Rescue watercraft (RWC) Event Lifeguards 		
Direct reports:	<ul style="list-style-type: none"> Chief Lifeguards (Seasonal) 	Volunteer stream (support):	<ul style="list-style-type: none"> Area specific Lifesaving Operations Officers Other lifesaving service representatives
General description:	<p>The role is responsible for developing, delivering, and maintaining lifesaving activities and operations to ensure a safe working and recreational environment for our members, customers, and the community.</p> <ul style="list-style-type: none"> manages and oversees programs across coastal safety, lifesaving operations, and emergency services to reduce risks around water and save lives leads and manages the geographically defined lifeguard, RWC, events and lifesaving services in line with LSV's organisational strategy and mission is responsible for managing and implementing the required assurance across assigned lifeguard, lifesaving, and events portfolios 		
Key Results / Job Outcomes	<ul style="list-style-type: none"> Assurance: conduct, manage and deliver operational assurance; ensure compliance with external audits from other areas of the organisation; effective reporting and risk management. Budget; Effectively and efficiently manage, develop, and report on service budgets. Engagement; actively promote and improve internal and external stakeholder relationships through positive engagement and continued collaboration in line with LSV's values and mission. Innovation; Improve, advance, and develop emergency service delivery in line with LSV's mission and the State Emergency Management Plan Training; Plan, develop and update training requirements in line with service delivery and industry assurance requirements Reputation; Maintain and promote the reputation of Life Saving Victoria. 		

Key Responsibilities

Lifesaving service delivery:	<ul style="list-style-type: none"> Recruit, manage, support, coach and develop a team of staff and volunteers, promoting high quality interpersonal relationships to create a safe and inclusive environment for Life Saving Victoria's community Actively promote Life Saving Victoria within the emergency management sector Identify any high-risk activities within your area and work effectively with key partners to deliver relevant mitigating actions Oversee the development and delivery of high-quality resources and programs for lifesaving operations and coastal safety Interagency support and liaison, including representation on key panels, development of interagency programs and training, and progress integration of LSV services in multi-agency operations Provide expertise on emergency management and lifesaving services Act as an LSV spokesperson and representative when required Participate in a shared, out of hours on-call roster Be involved with other ad hoc tasks as required
Lifesaving service development:	<ul style="list-style-type: none"> Proactively and cooperatively with Lifesaving Clubs and State Committee representatives to deliver the best possible support, promoting the increase of operational capabilities across a defined area. Provide sound and effective leadership through support and development of a strong team culture, including direct reports, peers, and volunteers Identify, troubleshoot, and ensure accountability for any key issues and areas of improvement Facilitate and promote peer support and crisis management programs Support the review of methods/processes for the regular improvement of club and operational service delivery Oversee key projects, including scoping and delivery of both current and new projects
Financial management:	<ul style="list-style-type: none"> Coordinate the development of annual budgets in liaison with relevant executive and volunteer management Develop and manage agreed projects and services in accordance with defined budgets In collaboration with the General Manager, broaden LSV's funding base across government, corporate, and industry sectors, including the pursuit of sponsorship opportunities and grants Monitor income and expenditure for allocated programs and report of variations and required amendments to allocation Proactively seek out budget efficiencies across area of operations

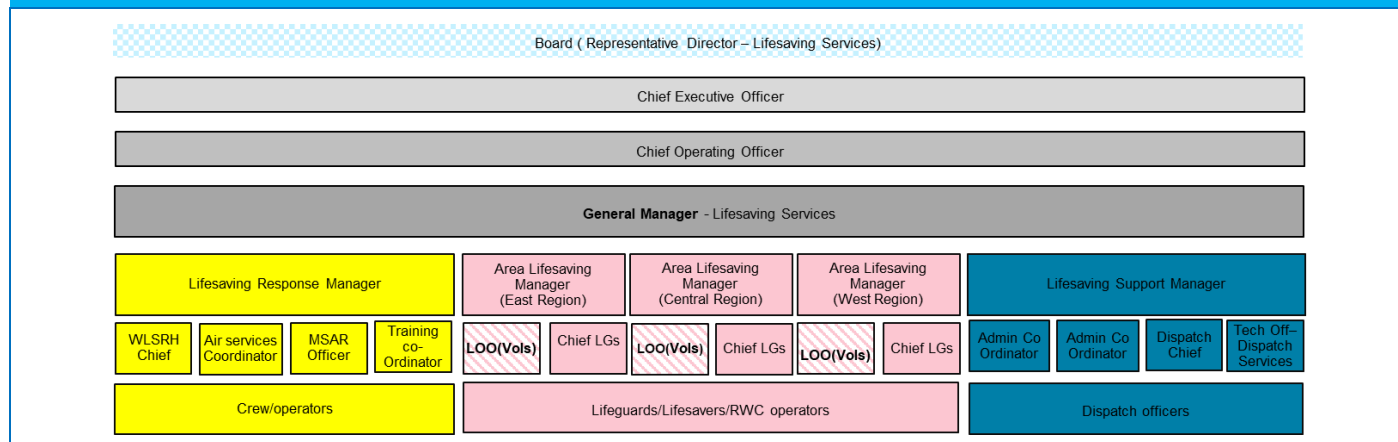
Key Responsibilities

Team Management & Support	<ul style="list-style-type: none"> Support and develop a culture of high performance, continuous improvement and innovation. Ensure all areas of service delivery activities are appropriately resourced to ensure a quality service to clients and the community. Oversee performance management and development of team members. Review and support of team issues, needs and challenges.
Human Resources & OHS	<ul style="list-style-type: none"> Identify and assist in the recruitment, induction and development of appropriate personnel. Ensure the safety of both the team and community through compliance with OHS guidelines and procedures, using (provided) personal protective clothing or equipment as required Identify hazards, monitor, assess risk, and immediately report any injury, near miss and/or damaged equipment, or any other hazard observed in the workplace Demonstrate duty of care through maintaining the safety and wellbeing yourself and others Treat fellow staff and others fairly and equally and without discrimination, harassment or bullying as defined through the Equal Opportunity, Harassment and Bullying policy
Safeguarding Children and Young People	<ul style="list-style-type: none"> Understand and comply with the guidelines of the LSV's and SLSA's Safeguarding Children and Young People

Key stakeholders

Internal	External
<ul style="list-style-type: none"> LSV Staff LSV Volunteers Lifesaving Clubs LSO Executive LSO Council National SLSA, SLSF & RLSSA 	<ul style="list-style-type: none"> Regulatory Bodies, Emergency Management Victoria and key agencies. Community Groups Local Government, Land Managers, State Government departments and agencies Other agencies, aquatic industry agencies

Organisational Structure



LSV Core Values

Organisational Expectation

Willingness to recognise and embrace LSV's core values when making decisions and working with our volunteers, clients, community and each other

- Positive and respectful relationships (cultural and intergenerational)
- Being open, welcoming and inclusive
- Personal development through a commitment to lifesaving
- Develop healthy lifestyles
- Taking personal responsibility for betterment
- Being relevant in today's and tomorrow's society
- Efficient and appropriate use of available resources
- Building stronger and safer communities

Job competencies

Essential competencies:

Tertiary qualifications and/or equivalent relevant experience in the areas of science, risk management, emergency management, project management and/or lifesaving.

Previous experience in similar role managing dispersed workforce, multiple stakeholders, risk management and/or in emergency management.

Relevant teaching qualification or equivalent experience.

Understanding and experience of working with and leading volunteers in a professional capacity.

Extensive experience in people management including coaching, influencing, mentoring and people related investigations.

Demonstrated experience of water safety and lifesaving service delivery, including working with volunteers

Experience in an operational emergency management environment, dealing with local authorities, other SAR agencies and community groups.

A track record of high performance in management and leadership roles.

A demonstrable track record in driving improvement against clear and measurable targets including ensuring and monitoring compliance and risk analyses.

Experience in developing and managing budgets, project expenditure and delivering organisational outcomes in line with organisational strategic initiatives.

Ability to influence others through leadership,

Strong written and oral communication and interpersonal skills.

Ability to show initiative, prioritise competing work demands and meet deadlines

Ability to gain comprehensive knowledge and understanding of LSV philosophies, principles, programs, procedures and services and issues that affect surf lifesaving on a national level.

Are flexible, inclusive, and able to balance good planning and preparation when dealing with the unforeseen.

Current Australian Drivers Licence.

Current Working with Children Check (or capacity to acquire)

Prepared to work evenings and weekends to support our volunteers and staff needs when required.

Desirable competencies:

Understanding of, and commitment to, quality assurance principles.

Applied assurance and track record of incident analysis and review application.

Ability to use a variety of database applications.

Experience in the aquatics industry, emergency service and/or community-based organisation is highly desirable.

Track record in leading organisational change

Knowledge and understanding of Life Saving Victoria, Royal Life Saving Society Australia (RLSSA) and Surf Life Saving Australia (SLSA), programs, products and services.

Current or previously held awards relatable to lifesaving service delivery.

Risk management qualifications