



Stormwater Industry Mentoring Model (SWIMM)

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Blacktown City Council has a long history in building the capacity of its staff so that it can achieve a water sensitive future for its community. Employment of a full time in-house Water Sensitive Urban Design Capacity Building Officer is one way Council is working to achieve this. Additionally, Blacktown City Council is working with the Splash Network, a newly formed New South Wales (NSW) based network that aims to build capacity through knowledge sharing, training and skill development of professionals across the state to help cities and regional centres transition to a water sensitive future, build resilience to climate change and enhance liveability.

Stormwater NSW is a partner of the Splash Network and is also working collaboratively to ensure stormwater professionals across NSW are supported so that effective stormwater management can be more easily adopted and implemented. To do this stormwater professionals need to be supported and mentoring is an established mechanism that can help with this.

Mentoring creates networks that benefit both the mentor and the mentee on a personal, operational and strategic level. Organisations that promote mentoring are creating a culture that values leadership and is consciously supporting leadership development.

Currently there are limited mentoring opportunities across the stormwater industry in NSW. Stormwater NSW in partnership with Blacktown City Council and the Splash Network have developed a stormwater industry mentoring program to help build the leadership qualities that are needed to help inspire stormwater professionals and drive the transition to water sensitive cities across NSW.

The mentoring program will provide a structured approach to help aspiring professionals to find suitable mentors. We will work with mentees to identify their career goals and facilitate their introduction with a suitable mentor. The program will include a mix of social events that will help facilitate the right match. We will provide professional development sessions for both mentors and mentees. We will develop and provide tools and resources that will help support the mentor and mentee and their relationship, plus provide on-going support and public recognition of the program.

A case study involving establishing a mentoring relationship within Blacktown Council (as an example of an intra-organisational mentoring program) and within Stormwater

NSW (inter-organisational mentoring program) will be used to ground truth the establishment of mentoring relationships.