



## POSITION DESCRIPTION

### DIRECTOR ENGINEERING SERVICES

#### POSITION DETAILS

<b>Position No.</b>	000383	<b>Division</b>	Engineering Services
<b>Employment Status</b>	Fixed term contract	<b>Location</b>	Civic Centre

#### POSITION OBJECTIVES

As a key executive leader within Council, the Director Engineering Services will:

- Provide visionary leadership and strategic direction for the Engineering Services Directorate, ensuring alignment with Council's broader strategic objectives.
- Lead and cultivate a high-performing, accountable, and collaborative culture within the Directorate and across Council.
- Drive continuous improvement and change management to enhance operational efficiency, service delivery, and community outcomes.
- Oversee the planning, delivery, and governance of Council's infrastructure, including operational works, stormwater and traffic engineering, civil design, asset management, and capital works.
- Ensure robust governance, compliance, and risk management frameworks are embedded within the Directorate's functions.
- Act as a key member of the Executive Management Team, contributing to the strategic leadership of Council and fostering interdepartmental collaboration.
- Serve as a Director of Kingborough Waste Services Pty Ltd (KWS), providing oversight of operational management, waste strategy implementation, and business performance.

#### KEY FUNCTIONS AND RESPONSIBILITIES

##### Strategic Leadership and Change Management

- Lead cultural standards and transformation within the Directorate by fostering innovation, accountability, collaboration and a customer-centric approach.
- Champion a strategic mindset, ensuring Engineering Services aligns with Council's long-term goals and community expectations.
- Provide expert advice to the Council, Chief Executive Officer, and stakeholders on infrastructure planning, investment, and service delivery.
- Influence and advocate for best-practice engineering and sustainability initiatives within the local government sector.

## **Governance, Compliance, and Risk Management**

- Ensure adherence to legislative, regulatory, and funding requirements across all engineering functions.
- Embed risk management frameworks to safeguard Council assets, infrastructure, and service delivery.
- Exercise sound financial stewardship over budgets, capital works, and operational programs to optimise resource allocation and value for money.
- Oversee contract management, procurement processes, and project delivery to ensure transparency and efficiency.

## **People, Performance, and Organisational Development**

- Provide inspirational leadership to staff, setting clear expectations and fostering professional growth.
- Develop a workplace culture that prioritises accountability, ethical leadership, and collaboration.
- Ensure effective workforce planning, capability development, and succession planning within the Directorate.
- Champion a safe, inclusive, and diverse workplace that upholds equal opportunity principles.

## **Service Delivery and Infrastructure Management**

- Take accountability for Councils Strategic Asset Management Planning, ensuring that it sets out the overall strategic direction and objectives for the management of assets in an efficient and effective manner and establishing the strategic context and policies for the management of assets.
- Oversee the strategic planning, design, and execution of capital works programs to meet current and future community needs.
- Drive operational excellence and continuous improvement in the maintenance and development of Council's infrastructure assets.
- Leverage data, technology, and best-practice asset management strategies to enhance decision-making and service delivery.
- Foster effective engagement with Councillors, community groups, and key stakeholders to ensure transparency and responsiveness.

## **AUTHORITY & ACCOUNTABILITY**

- Exercise executive leadership in decision-making within delegated authority, ensuring alignment with Council's corporate objectives.
- Take accountability for the Engineering Services Directorate including the strategic direction, service delivery and engagement with other stakeholder groups.
- Actively contribute to Council-wide leadership initiatives and participate in shaping organisational planning, culture and strategy.
- Resolve complex and politically sensitive issues through high-level problem-solving, negotiation, and stakeholder management.

## **ORGANISATIONAL RELATIONSHIPS**

### **Internal:**

- Reports directly to the Chief Executive Officer and serves as an integral member of the Executive Leadership Team.
- Works collaboratively with Councillors, Directors, and staff to ensure a unified, strategic approach to service delivery.

### **External:**

- Engages with residents, community groups, businesses, contractors, and government agencies to promote infrastructure sustainability and service excellence.
- Represents Council in intergovernmental forums, industry partnerships, and sector-wide initiatives.

### **Directorate accountabilities:**

The role oversees multiple business units and functions, including:

- Capital and operational works
- Project Management
- Stormwater
- Traffic engineering
- Civil design
- Asset management
- Plant and Fleet
- Waste management

## **KEY COMPETENCIES**

### **Essential:**

- A tertiary qualification in a relevant field for the role.
- Proven experience working in senior leadership position in complex environments and delivery of demonstrable positive outcomes.
- Proven ability to deliver high-impact infrastructure and capital works planning and programs while maintaining fiscal responsibility.
- Demonstrated success in driving organisational and cultural change within a multidisciplinary team.
- Strong strategic and policy development skills, with a focus on continuous improvement and service innovation.
- High-level stakeholder engagement, negotiation, and advocacy skills.
- Strong governance and risk management expertise, including experience in managing compliance frameworks.
- High level critical thinking and problem-solving ability with the capacity to solve complex and diverse issues in a timely and professional manner.

**Desirable:**



- Tertiary qualifications in Civil Engineering and eligibility for membership of Engineers Australia.
- Extensive leadership experience in a senior engineering or infrastructure management role, preferably within local government or a similar complex environment.
- Postgraduate qualifications in management, leadership, or public sector governance.
- Experience working in local government at a senior executive level.
- Expertise in sustainable infrastructure development and climate-resilient urban planning.

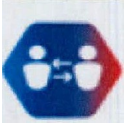
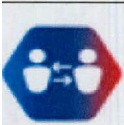
**Licences and Clearances:**

- A current driver’s licence.
- A National Police Check.
- Working Safely in the Construction Industry accreditation.
- Working with Vulnerable People registration.

**LEADERSHIP COMPETENCIES**

The following leadership competency profile applies to all senior leadership positions in Council. Senior leaders are expected to be a positive role model and to demonstrate a commitment to Council's leadership competencies, behaviours and values.

Capability Group	Descriptor
 <b>Lead and Manage People</b>	<b><i>Engage and motivate staff, develop capability and potential in others by:</i></b> <ul style="list-style-type: none"><li>• Building an environment of trust and resilience and being dependable as a leader;</li><li>• Clearly defining roles and responsibilities;</li><li>• Knowing each team member's strengths, weaknesses, goals and concerns and helping our people to be the best that they can be;</li><li>• Having difficult conversations regarding poor or ineffective performance;</li><li>• Sharing expectations with your team and managing expectations around organisation and team needs; and</li><li>• Being self-aware of the impact our words and our behaviour has on others.</li></ul>
 <b>Inspire and Recognise</b>	<b><i>Communicate organisational vision, purpose, goals and priorities and recognise achievements by:</i></b> <ul style="list-style-type: none"><li>• Explaining the organisation's vision and purpose and how the team's work relates to this;</li><li>• Role modelling the values and behaviours we want to see in our people;</li><li>• Keeping the team informed with organisational policies, processes, procedures and decisions;</li><li>• Valuing diversity, that we are all different and that we all bring something different to the team;</li><li>• Broadening our team's horizons to see how others do things;</li></ul>

	<ul style="list-style-type: none"> <li>• Facilitating opportunities to recognise and reward the team and individual efforts and performance; and</li> <li>• Encouraging the team to be accountable and own up to mistakes, share, reflect and learn from them.</li> </ul>
 <p><b>Optimise Workforce Contribution</b></p>	<p><b><i>Recruit and deploy people effectively and apply sound workforce planning principles by:</i></b></p> <ul style="list-style-type: none"> <li>• Recognising the risks that exist and engaging with our people to put effective controls in place;</li> <li>• Understanding and articulating community needs and expectations to the team;</li> <li>• Leading and implementing change effectively;</li> <li>• Reviewing and improving our processes to ensure they enable us to do our work efficiently and effectively;</li> <li>• Allocating work tasks appropriately to make the best use of the skills and strengths in the team; and</li> <li>• Ensuring team members make effective and efficient use of their time.</li> </ul>
 <p><b>Effectively Communicate and Engage</b></p>	<p><b><i>Initiate, support and champion communication and assist others to engage using effective communication methods by:</i></b></p> <ul style="list-style-type: none"> <li>• Facilitating two-way communication and providing timely feedback to staff on their ideas, questions and concerns;</li> <li>• Tailoring messages to suit the needs of a range of different audiences so that they listen, understand and buy in;</li> <li>• Collaborating with others to understand what each of us need to do to provide agreed services to our customers and other stakeholders;</li> <li>• Using critical and reflective thinking and questioning to facilitate problem solving, learning and improvement; and</li> </ul>