

Role Description

Senior Engineer



Department	Department of Primary Industries and Regional Development
Division/Branch/Unit	NSW Public Works
Location	Sydney
Classification/Grade/Band	Grade 9/10
ANZSCO Code	233211
PCAT Code	1112292
Date of Approval	17 November 2017 (updated July 201, May 2020 and July 2024)
Agency Website	www.dpird.nsw.gov.au or www.publicworks.nsw.gov.au

Agency overview

The Department of Primary Industries and Regional Development (DPIRD) is the department dedicated to growing primary industries and supporting regional economic development to deliver long term benefits to the state. Our focus is to protect, support and develop our primary industries, mining sector, and regions.

DPIRD brings together Agriculture and Biosecurity; Forestry and Fishing; Local Land Services; NSW Resources; Regional Development and Delivery; the Regional Growth NSW Development Corporation; NSW Public Works and Soil Conservation Service. We have nearly 5,000 employees, with almost 80 per cent living and working in regional NSW.

NSW Public Works is part of the Department of Primary Industries and Regional Development and supports local and state government agencies to deliver critical infrastructure initiatives by providing expert advisory, planning, design, delivery, and support services. Our work is in the hospitals, dams, water treatment plants and high schools – the real foundations of prosperous communities. Every day we help shape the ambitious projects that bring progress to more people in NSW. From forging a more sustainable relationship with the land around us, to engineering the big ideas of the future. In every challenge we see the chance to build stronger and more connected communities.

Primary purpose of the role

Provide engineering expertise which responds to client needs to ensure the consistent delivery of outcomes, including project quality, agreed timeframes and budget, in accordance with WHS policies and procedures, in order to deliver the client's objectives and critical success factors.

Contribute to the operation of the service line so that it is a viable commercial business providing value for money for clients.

Key accountabilities

- Provide specialised engineering and technical advice to clients and senior management in order that Government and clients receive optimal technical, economic and environmental solutions.
- Identify the learning and development needs for yourself and mentor less experienced team members so as to ensure a high level of technical and project delivery capability
- Demonstrate a safety culture which is focused on implementation of the NSW Public Works (NSWPW) Safety Management System and processes to meet legislative and safety certification requirements.

- Nurture existing client relationships and promote the technical and project capabilities of NSWPW and the team to external and internal clients in order to ensure the growth and viability of the business
- Promote client excellence with the team and the broader NSWPW by being responsive to client needs.
- Manage large and complex projects and ensure projects undertaken are clearly scoped and that delivery is to the agreed quality, time and budget constraints, with client expectations met

Key challenges

- Working within a team environment and projects across numerous disciplines, whilst promoting and sustaining a client centric team culture.
- Delivering high-quality technical advice and innovative projects within agreed time, budget and financial parameters and with consideration of industry and technical trends and Governmental and regulatory requirements
- Creating and maintaining strong working relationships with clients and industry stakeholders in an environment of strong competition while managing current workloads.

Key relationships

Who	Why
Internal	
Principal Engineer	<ul style="list-style-type: none"> • Contribute to broader team issues • Provide expert advice and guidance on issues • Develop and propose effective business development proposals • Escalate issues, keep informed, advise, receive guidance and instructions • Participate in discussions and decisions regarding service delivery and operational improvement
Work Team	<ul style="list-style-type: none"> • Inspire and motivate the rest of the team • Encourage team members to work collaboratively to achieve business outcomes • Guide, support, coach and mentor team members • Review work and proposals of team members • Lead discussions and decisions regarding solution development • Lead meetings to obtain work group perspective and share information • Support team members and work collaboratively to contribute to achieving the teams business outcomes • Participate in meetings to share information and provide input on issues
Client/Customer	<ul style="list-style-type: none"> • Provide expert advice to achieve cost effective solutions • Respond to resourcing challenges and propose effective solutions within budget and service delivery constraints • Resolve and provide solutions to issues • Respond to queries and resolve issues • Provide expert services relating to urban water infrastructure • Manage the flow of information, seek clarification and provide advice and responses to ensure prompt resolution of issues

Who	Why
	<ul style="list-style-type: none"> Address/respond to queries and provide solutions where possible, or redirect query to relevant area
External	
Client Project Managers	<ul style="list-style-type: none"> Operate at a senior level to build partnerships with client agencies and industry to provide high-level technical strategies, design, analysis and review. Seek/maintain specialist knowledge/advice and collaborate on urban water infrastructure and keep up with best practice
Key Infrastructure Owners/builders	<ul style="list-style-type: none"> Collaborate and engage with project owners and project managers to build strong relationships based on mutual trust and respect Develop an understanding of key needs, issues and priorities
Key Project Stakeholders	<ul style="list-style-type: none"> Provide expertise in community consultation with culturally diverse groups and key stakeholders Constructively interface with regulators and other stakeholders to facilitate smooth project solutions and delivery

Role dimensions

Decision making

The incumbent has autonomy and authority to make decisions in accordance with the delegations of authority specific to the role of Senior Engineer. This role is fully accountable for the delivery of work assignments on time and to expectations in terms of quality, deliverables and outcomes.

Reporting line

Principal Engineer

Direct reports

This role does not have any direct reports.

Budget/Expenditure

The position needs to work within negotiated and agreed budget parameters as per the DPIRD / NSWPW Delegations Manuals.

Essential requirements

- Degree in a nominated engineering discipline with eligibility for member status of Professional Engineer of Engineers Australia.
- Extensive knowledge and experience in the nominated engineering discipline.
- Proven experience in managing project teams within a commercial environment including client, project and resource management.
- Particular experience in the project/design management of all phases of design for complex multi-disciplinary water engineering projects including sound knowledge of various specialist disciplines involved such as hydrology, hydraulics, geotechnical engineering, structural engineering, mechanical engineering and overall environmental assessment requirements.
- A valid NSW Driver's license and willingness to drive to remote locations which may include overnight stays.

Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Manage Self	Adept	<ul style="list-style-type: none">Look for and take advantage of opportunities to learn new skills and develop strengthsShow commitment to achieving challenging goalsExamine and reflect on own performanceSeek and respond positively to constructive feedback and guidanceDemonstrate a high level of personal motivation
Relationships Communicate Effectively	Adept	<ul style="list-style-type: none">Tailor communication to the audienceClearly explain complex concepts and arguments to individuals and groupsMonitor own and others' non-verbal cues and adapt where necessaryCreate opportunities for others to be heardActively listen to others and clarify own understandingWrite fluently in a range of styles and formats
Relationships Commit to Customer Service	Adept	<ul style="list-style-type: none">Take responsibility for delivering high quality customer-focused servicesUnderstand customer perspectives and ensure responsiveness to their needsIdentify customer service needs and implement solutionsFind opportunities to co-operate with internal and external parties to improve outcomes for customersMaintain relationships with key customers in area of expertiseConnect and collaborate with relevant stakeholders within the community
Relationships Work Collaboratively	Adept	<ul style="list-style-type: none">Encourage a culture of recognising the value of collaborationBuild co-operation and overcome barriers to information sharing and communication across teams/unitsShare lessons learned across teams/unitsIdentify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work





NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Results Deliver Results	Adept	<ul style="list-style-type: none"> • Take responsibility for delivering on intended outcomes • Make sure team/unit staff understand expected goals and acknowledge success • Identify resource needs and ensure goals are achieved within budget and deadlines • Identify changed priorities and ensure allocation of resources meets new business needs • Ensure financial implications of changed priorities are explicit and budgeted for • Use own expertise and seek others' expertise to achieve work outcomes
Results Think and Solve Problems	Adept	<ul style="list-style-type: none"> • Research and analyse information, identify interrelationships and make recommendations based on relevant evidence • Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of option • Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness • Identify and share business process improvements to enhance effectiveness
Business Enablers Project Management	Adept	<ul style="list-style-type: none"> • Prepare clear project proposals and define scope and goals in measurable terms • Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements • Prepare accurate estimates of costs and resources required for more complex projects • Communicate the project strategy and its expected benefits to others • Monitor the completion of project milestones against goals and initiate amendments where necessary • Evaluate progress and identify improvements to inform future projects

Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	Manage Self	Adept
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
 Results	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Adept