

# Role Description



**Regional  
NSW**

## Engineer

<b>Cluster</b>	Regional NSW
<b>Agency</b>	Department of Regional NSW
<b>Division/Branch/Unit</b>	NSW Public Works
<b>Location</b>	Various
<b>Classification/Grade/Band</b>	Grade 5/6
<b>Role Family</b>	Bespoke/Science & Engineering/Deliver
<b>ANZSCO Code</b>	233211
<b>PCAT Code</b>	1112292
<b>Date of Approval</b>	17 November 2017 (updated July 2019 and April 2020)
<b>Agency Website</b>	<a href="http://www.drnsw.nsw.gov.au">www.drnsw.nsw.gov.au</a>

### Agency overview

The Department of Regional NSW was formed in 2020 as a central agency for regional issues. The Department is responsible for building resilient regional economies and communities, strengthening primary industries, managing the use of regional land, overseeing the state's mineral and mining resources and ensuring government investment in regional NSW is fair and delivers positive outcomes for local communities and businesses.

NSW Public Works is part of the Department of Regional NSW 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 and support 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 engineering and technical advice to team members and clients in order that Government and clients receive optimal technical, economic and environmental solutions
- Identify the learning and development needs of yourself so as to ensure a high level of technical and project delivery capability

- Demonstrate a safety culture which is focused on implementation of the Public Works Advisory (PW) Safety Management System and processes to meet legislative and safety certification requirements.
- Promote the technical and project capabilities of PW and the team to internal clients in order to ensure the growth and viability of the business
- Demonstrate client excellence by being responsive to client needs.

## Key challenges

- Working within a team environment and projects across numerous disciplines, whilst sustaining a client centric team culture.
- Delivering high-quality technical advice within agreed timeframes and with consideration of Governmental and regulatory requirements
- Maintaining strong working relationships with the team members while managing current workloads.

## Key relationships

Who	Why
<b>Internal</b>	
Principal Engineer	<ul style="list-style-type: none"> <li>• Contribute to broader team issues and provide advice on issues</li> <li>• Identify business development opportunities</li> <li>• Escalate issues, keep informed, advise, receive guidance and instructions</li> <li>• Participate in discussions and decisions regarding service delivery and operational improvement</li> </ul>
Work Team	<ul style="list-style-type: none"> <li>• Work collaboratively to achieve business outcomes</li> <li>• Participate in discussions regarding solution development</li> <li>• Support team members and work collaboratively to contribute to achieving the team's business outcomes</li> <li>• Participate in meetings to share information and provide input on issues</li> </ul>
Client/Customer	<ul style="list-style-type: none"> <li>• Provide advice to achieve cost effective solutions</li> <li>• Respond to queries and resolve issues</li> <li>• Provide technical advice relating to urban water infrastructure</li> <li>• Ensure effective communication, seek clarification and provide advice and responses to ensure prompt resolution of issues</li> <li>• Address/respond to queries and provide solutions where possible, or redirect query to relevant area</li> </ul>
<b>External</b>	
Clients and Stakeholders	<ul style="list-style-type: none"> <li>• Provide advice to achieve cost effective solutions</li> <li>• Respond to queries and resolve issues</li> <li>• Ensure effective communication, seek clarification and provide advice and responses to ensure prompt resolution of issues</li> <li>• Address/respond to queries and provide solutions where possible, or redirect query to relevant area</li> <li>• Develop an understanding of key needs, issues and priorities</li> </ul>

## **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 Project 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**

Contribute to the achievement of annual revenue and net cost of services targets and deliver projects to budget.

## **Essential requirements**

- Degree in a nominated engineering discipline with eligibility for member status of Professional Engineer of Engineers Australia.
- Knowledge and experience in the nominated engineering discipline.
- Experience in the design of water and water treatment engineering projects including knowledge of a specialist discipline such as hydrology, hydraulics, chemical/process engineering, geotechnical engineering, structural engineering, mechanical engineering, dams, stormwater and river structures
- 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](http://www.psc.nsw.gov.au/capabilityframework)

### **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
 <b>Personal Attributes</b>	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	<b>Manage Self</b>	<b>Intermediate</b>
	Value Diversity	Foundational
 <b>Relationships</b>	<b>Communicate Effectively</b>	<b>Intermediate</b>
	<b>Commit to Customer Service</b>	<b>Adept</b>
	Work Collaboratively	Foundational
	Influence and Negotiate	Foundational
 <b>Results</b>	<b>Deliver Results</b>	<b>Intermediate</b>
	Plan and Prioritise	Intermediate
	<b>Think and Solve Problems</b>	<b>Intermediate</b>
	Demonstrate Accountability	Intermediate
 <b>Business Enablers</b>	Finance	Foundational
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	<b>Project Management</b>	<b>Intermediate</b>

### Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioral indicators provide examples of the types of behaviors 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
<b>Personal Attributes</b> Manage Self	Intermediate	<ul style="list-style-type: none"> <li>Adapt existing skills to new situations</li> <li>Show commitment to achieving work goals</li> <li>Show awareness of own strengths and areas for growth and develop and apply new skills</li> <li>Seek feedback from colleagues and stakeholders</li> <li>Maintain own motivation when tasks become difficult</li> </ul>
<b>Relationships</b> Communicate Effectively	Intermediate	<ul style="list-style-type: none"> <li>Focus on key points and speak in 'Plain English'</li> <li>Clearly explain and present ideas and arguments</li> <li>Listen to others when they are speaking and ask appropriate, respectful questions</li> <li>Monitor own and others' non-verbal cues and adapt where necessary</li> </ul>

## NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
<b>Relationships</b> Commit to Customer Service	Adept	<ul style="list-style-type: none"> <li>• Prepare written material that is well structured and easy to follow by the intended audience</li> <li>• Communicate routine technical information clearly</li> <li>• Take responsibility for delivering high quality customer-focused services</li> <li>• Understand customer perspectives and ensure responsiveness to their needs</li> <li>• Identify customer service needs and implement solutions</li> <li>• Find opportunities to co-operate with internal and external parties to improve outcomes for customers</li> <li>• Maintain relationships with key customers in area of expertise</li> <li>• Connect and collaborate with relevant stakeholders within the community</li> </ul>
<b>Results</b> Deliver Results	Intermediate	<ul style="list-style-type: none"> <li>• Complete work tasks to agreed budgets, timeframes and standards</li> <li>• Take the initiative to progress and deliver own and team/unit work</li> <li>• Contribute to allocation of responsibilities and resources to ensure achievement of team/unit goals</li> <li>• Seek and apply specialist advice when required</li> </ul>
<b>Results</b> Think and Solve Problems	Intermediate	<ul style="list-style-type: none"> <li>• Research and analyse information and make recommendations based on relevant evidence</li> <li>• Identify issues that may hinder completion of tasks and find appropriate solutions</li> <li>• Be willing to seek out input from others and share own ideas to achieve best outcomes</li> <li>• Identify ways to improve systems or processes which are used by the team/unit</li> </ul>
<b>Business Enablers</b> Project Management	Intermediate	<ul style="list-style-type: none"> <li>• Perform basic research and analysis which others will use to inform project directions</li> <li>• Understand project goals, steps to be undertaken and expected outcomes</li> <li>• Prepare accurate documentation to support cost or resource estimates</li> <li>• Participate and contribute to reviews of progress, outcomes and future improvements</li> <li>• Identify and escalate any possible variance from project plans</li> </ul>