Sydney WATER

Job Profile

Lead Acceptance Engineer

Group: Water and Environment Services

Job Summary

To be completed by People and Culture team			
Job Family	Engineering	**Career Stage**	F
Job Function	Generalist Engineering	**Career Stream**	Leadership
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	**Last Modified Date**	12/01/2026
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	**Team Size**	2
People Leader	Yes	**Indirect Team Size**	0

Who we are.

At Sydney Water, we exist for our customers. We're more than 3,500 people working together, striving to do more and be better—better for the environment, our customers, our people, and our water. Our people are passionate about working together, and driving agility, accountability, innovation, sustainability, and exceptional customer experiences.

Sydney Water is the main provider of water, wastewater, recycled water, and stormwater services in Greater Sydney. Our employees are dedicated to our customers, ensuring services are reliable and affordable, we are proactive and easy to engage with, forward-thinking, and environmentally focused.

Working with us means helping to provide essential services, safeguarding Sydney's future with a sustainable water supply, and protecting our iconic waterways. Our strategy guides our journey to enhance customer outcomes and continue delivering robust services to our city into the future.

Job Purpose

The Lead Acceptance Engineer demonstrates functional engineering leadership and technical direction to support asset commissioning, acceptance, handover, and operational readiness activities in corporation to optimise asset lifecycle and customer value, drawing on deep operational and engineering expertise. This role leads a team of Acceptance Engineering experts to ensure asset operational acceptance requirements, controls, and performance standards are specified and integrated into an asset integration plan at the early stage of project lifecycle. The role also requires significant stakeholder management, strong technical leadership, innovation, engineering resolution management, ability to manage and develop the technical subject matter experts and apply technical capability to accelerate the project handover whilst assuring relevant cost, risk and performance objectives.

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Accountabilities

Job Specific	**Safety and leadership expectations** • Provide leadership in safety and wellbeing initiatives and understand safety accountabilities. • Demonstrate the constructive leadership style as one engineering team to achieve team outcomes. • Contribute to a high performing team culture and demonstrate leadership to the improvement of safety, customer, health and environmental outcomes. • Role model Sydney Water values and behaviours and create a constructive and supporting working environment. • Support organisational and cultural changes. • Provide coaching, mentoring, support, and technical advice in complex problems to team members and key stakeholders. • Identify capability gaps and provide leadership in training, evaluation, upskilling, and guidance of staff. • Support in managing work prioritisation and daily task allocation. • Lead collaborative stakeholder engagement activities to resolve complex asset acceptance and handover risks early in the project lifecycle in alignment with Sydney Water's risk appetite. **Accountabilities and deliverables** The Lead Acceptance Engineer is responsible for ensuring the application of expert engineering integration capabilities that support business purpose, priorities and goals. • Proactive participation for identification, creation, and active management of technical specifications, standards, and guidelines related to asset commissioning, operational acceptance requirements, and engineering integration. • Identify and frame opportunities to drive continuous improvement of asset commissioning and acceptance specifications and other technical engineering standards through proactive engagement with capital delivery teams, contractors, and SMEs in engineering and operations teams. • Apply expert engineering knowledge and professional engineering judgment to make informed decisions that balance cost, risk, performance, and desired outcomes, ensuring operational acceptance and handover requirements are met efficiently and sustainably. • Effectively distinguish between stakeholder needs and wants, leveraging insight, technical expertise, and strong communication skills to influence and negotiate with operations, project teams, and external stakeholders to minimise delays, rework, cost, operational, compliance or risk impacts. • Govern operational readiness and acceptance assurance to facilitate innovation, efficiency and manage risks across projects. • Drive the delivery of technically and commercially acceptable outcomes for capital delivery programs. • Lead subject matter experts including support in hiring, developing, coaching providing technical advice and training, and performance managing the team. • Align team efforts and outcomes with business purpose, priorities and goals. Support business performance reporting measures and improvements and encourage innovation.

	• Lead the timely transition of assets into operation by working closely with operators, maintainers, designers, and project teams so that requirements are captured in the scope of project. • Lead resolution of areas where design intent/performance requirements are at risk and ensure control actions are executed (in partnership with project teams, technical SMEs, operations, commissioning, and integration engineers as required). • Provide leadership to inform technical risks, and guidance in resolving issues where project and operational expectations are not aligned. • Lead the prioritising operational acceptance resource allocation based on projects' scale, risk, complexity, and stakeholder input. Ensure there is a triage process for any escalated operational acceptance issues. • Ensure project scopes and design include operational acceptance requirements by working with Design Development team. Review and endorse commissioning plan and documentations, ITP, ITC, construction quality plans, and other critical controls to ensure they cover the project scope and outcome, meet acceptance requirements and specified test values and hold points include the correct stakeholders, and meet milestone requirements for submission. • Oversee and attend complex Factory Acceptance Tests, Site Acceptance Tests, defect inspections with project team and contractor and ensure project team maintain independent records of defects. Ensure plans for appropriate repair/rework by contractor are agreed with project team. • Ensure all commissioning, closeout document, WAC, asset information, digital models, maintenance records, critical spares, operator training, etc are received, completed, and appropriately stored as part of handover. • Approve/endorse the final handover of assets for transition of them into operations. • Lead to consolidate feedback, insights, and lessons learned from past projects by collaborating with standards authors to update asset commissioning and acceptance specifications and other technical engineering standards. • Develop and implement a method to measure and govern operational acceptance performance and issues, educate all stakeholders and use performance data to refine triage and continuous improvement process. • Establish and improve performance measures for the transition of assets into operations, with engagement and input from design, project, engineering, and operations teams. • Manage technical input to NCRs or recommend rectification actions where required.

Role Requirements

Education / Qualifications

Required	• Bachelor of Engineering degree in Mechanical or Electrical discipline, that is recognised under the Washington Accord or Engineers Australia. • Eligibility for registration with Engineers Australia as Chartered Professional Engineer i.e. NER or equivalent
Desired	•

Certifications / Licences

Required	• A driver's license (C class). • This role requires travel within the designated area across the North, West, and South regions to support commissioning and acceptance activities in complex projects for both Networks and Treatment infrastructure.
Desired	•

Experience

Required	• Minimum 8 years of professional experience in mechanical or electrical engineering role. • Minimum 5 years of professional experience at a senior level in commissioning, managing the design and/or requirements specification of infrastructure assets. • Demonstrated extensive experience in designing field tested commissioning procedures and guidelines relevant to mechanical/electrical equipment and systems, and complex hydraulic systems in water and wastewater utilities. • Advanced skills in all facets of specifying engineering and regulatory requirements for design, construction, and commissioning. • A working knowledge in, and application of, appropriate legislation and corporate policies e.g. Sydney Water Act, EP&A Act, Protection of the Environment and Operations Act, Government Information (Public Access) Act, Workplace Health and Safety Act and Contaminated Land Management Act. • Advanced negotiation skills and mediating technical conflicts. • Effective oral and written communication skills including proven ability in preparation of written reports, procedures, project communication plans, recommendations, and proposals. • Intermediate skills in the facilitation of meetings and workshops to ensure effective outcomes. • Intermediate skills in the management and understanding of contractual, legal, commercial and legislative requirements. • Advanced knowledge in application of Quality Assurance Systems. • Ability to problem solve engineering issues.

Desired	

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Capabilities and Skills

The capability and skill requirements for this role are identified in the skills profile listed below. This is comprised of Enterprise Capabilities, that are essential for all roles and functional skills, which are specific to each role.

Enterprise Capabilities (C-E)	
Capability	**Descriptor**
Accountability	Ensures that own actions and those of others are focused on achieving goals and owning the outcome, in a safe, inclusive collaborative way.
Agility	Adapts readily to change and encourages alternative views by using a range of interpersonal communication skills. Develops and coach's others while being aware of impact on others.
Innovation	Develops innovative outcomes to solve problems in ways that are not immediately evident and encourages new ideas and thinking in others.

Functional Skills

Skill	Priority	Essential or Desirable	Proficiency level
Project Engineering	1	Essential	Advanced
Engineering Design Process	2	Essential	Advanced
Acceptance Testing	3	Essential	Advanced
Commissioning	4	Essential	Advanced
Data-Driven Decision Making	5	Essential	Advanced
Technical Writing	6	Essential	Advanced
Strategic Thinking	7	Essential	Intermediate
Negotiation	8	Essential	Intermediate
Interpersonal Communications	9	Essential	Advanced
Influencing Skills	10	Desirable	Intermediate

Proficiency Level Descriptors

Developing - Building practical experience, needs continued coaching.

Intermediate - Independent execution, minimal guidance**.**

Advanced - Fully independent execution, coaches' others.

Mastery - Strategic, sought as expert internally and externally.

Additional notes

Sydney Water takes the safe provision of its services to the public and the protection of its information assets extremely seriously. As a Sydney Water employee, you are required to understand your obligations under the Acceptable Use of Information Technology Policy and how Sydney Water's Information Technology is to be used. You must also help keep your workplace secure by ensuring you do not enable non-authorised people access to sites, maintain the integrity of locked entries and exits, and where appropriate, alarms being engaged.

Sydney Water requires all users to embrace and adhere to all enterprise and protective security policies, awareness programs and frameworks for Sydney Water assets.