



Job Profile

Lead Project Engineer

Group: Infrastructure Delivery

Job Summary

To be completed by People and Culture team			
Job Family	Portfolio and Project Management	Career Stage	F
Job Function	Technical Project/Program Management	Career Stream	Professional
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	Last Modified Date	31/10/2024
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	Team Size	
People Leader	No	Indirect Team Size	

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

Provide technical and engineering support during all phases of the project to ensure that scope, procurement and contracting documentation, design and construction delivery meets the performance requirements, agreed standards and design intent of project. Proactively working with wide team of stakeholders you will take ownership of the technical decision-making process through the life of the project to ensure delivery of technically and commercially acceptable outcomes. The role provides oversight of assurance on the client side for procurement, design and construction to ensure all project documentation are aligned to requirements. Challenge's Project needs and inputs from internal and external Stakeholders in pursuit of innovative and cost-effective excellence.



Accountabilities

Job Specific	Design phase - Proactively identifies all specific drivers to enable success of Projects and ensures delivery of a technically and commercially acceptable outcome. - Collaborate with design and delivery partners on opportunities for value engineering and deviations from standard to achieve successful project outcomes - Coordinate the overall process of ensuring adherence to specifications and the process for attaining deviation from Subject Matter Experts (SME). - Delivers agreed Project and documentation outcomes in unison with all Stakeholders using clear and concise language and other strong communication skill sets. - Ensures, and actively participates in all design reviews and the SiD process (HAZOP, CHAZOP, CHAIR) and RAM workshops, and ensures appropriate and effective inputs from Sydney Water and other SMEs as required. Procurement phase - Technical integration of the solution into all relevant procurement and contracting activities - Coordination and management of multidisciplinary inputs to specify asset and project performance requirements, support response to Request for Information requests, support the assessment of tenders and the consolidation of contract documents to incorporate all changes accepted as part of the tender process - Manage and document the technical considerations in a recommendation to award at the completion of the tender assessment process - Participation in risk management processes - Ownership of assigned risks and execution to agreed mitigations - Contribute to the development of project risk-based costs estimates and project program development and review Construction phase - Work collaboratively as a fully integrated member of the Sydney Water team to achieve team outcomes. - Possible site-based role once site has been established and team mobilised - Offer engineering advice, technical support, and surveillance of works to ensure that engineering designs meet operational requirements and specified engineering standards and are translated effectively during construction. - Perform critical design support and engineering management to ensure that field-changes, Report Actions (NCRs) and other post-IFC design changes are captured, approved (where required), appropriately managed and incorporated effectively into quality records and asset management information and documentation. - Ensure the review of ITPs and ITCs, understanding critical controls and client intervention points, attendance at witness and hold points based on a risk-based approach defined in collaboration with Sydney Water project managers, quality and construction teams. - Drafting memos, chairing risk assessment workshops (where required), and driving acceptance to gain buy-in from key stakeholders. - Conduct regular site audits under guidance of the Sydney Water Project Manager and in collaboration with the contractor to inspect the safe and efficient installation of appurtenances and equipment/instrumentation. - Technical input to critical procurement by Delivery Partners, particularly equipment supply
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	• Ensure relevant Stakeholders are consulted in equipment procurement, construction and design decisions, including the Network Operators. • Ensures all design changes during construction are appropriately risk assessed in accordance with the SiD process • Provide technical input into NCRs (or Report Actions) as required and raise NCRs (or Report Actions) where required. • Attend relevant internal / external workshops and coordination meetings. • Work with the Project Manager to be well versed with the construction schedule and provide advice to Project Manager on progress, and mitigation measures for schedule slippage. • Attend Early Warning Meetings (as defined under NEC contract), and any other meetings as required by the Project Manager. • Ensure residual technical and operational risks are adequately documented, transferred and accepted by the Plant/Operational team. • Ensure that the design intent is translated into and maintained through IFC design. • Ensure contractor and designer are managing design changes appropriately. Commissioning/Handover/Close out: • Ensuring Commissioning Plans, inter-project interfaces and intra-project interfaces are identified for Commissioning and Operational Readiness to ensure they cover the Project Scope, meet specified SW test values, include the correct Stakeholders, and meet milestone requirements for submission and review. • Ensure all WAC and closeout documents are suitable for the assets • Provide input into and attend Project execution reviews and lessons learned workshops at the completion of the Project. List all Job specific accountabilities, including Safety, Leadership and Compliance / Delegation specific.
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Role Requirements

Education / Qualifications

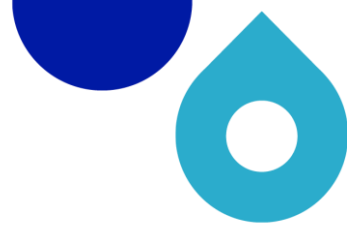
Required	Engineering degree in a relevant discipline– geotechnical, structural, civil, hydraulic, electrical, mechanical, process
Desired	

Certifications / Licences

Required	Valid driver's licence (Workplace locations may be remote from available Public Transport systems)
Desired	

Experience

Required	- Demonstrated experience in leading and managing the delivery of the engineering design and construction aspects of high risk/complexity projects. - Understanding of client-side responsibilities in achieving successful design and construction delivery. - Demonstrated experience in utilising engineering principles, methodologies, and tools. - Understanding of regulatory requirements as they relate to the delivery of engineering solutions, design and small to medium capital Projects. - 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. - Knowledge of NEC4 Contracts is desirable. - Developed skills in all facets of engineering in particular as they relate to design, construction delivery, commissioning and operational readiness. - Effective oral and written communication skills including proven ability in preparation of written reports, recommendations, and proposals. - Developed skills in preparation of engineering Project objectives, schedules, risk management plans and cost management. - Developed skills in the management of Project execution. - Ability to problem solve engineering issues. - 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.
Desired	



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 (F-H)			
Capability	Descriptor		
Accountability	Sets direction and motivates others to hold themselves accountable for achieving goals. Leads by example, collaborates, and sets a high standard for accountability and commitment.		
Agility	Creates team culture to encourage agile ways of thinking and working. Role models flexibility and adaptability in teams/business areas.		
Innovation	Improves or adapts existing methods and processes to achieve greater value. Manages risks, is open to and shares lessons learnt with others.		
Functional Skills			
Skill	Priority	Essential or Desirable	Proficiency level
Project Coordination	1	Essential	Advanced
Troubleshooting (Problem Solving)	2	Essential	Intermediate
Engineering Design Process	3	Essential	Intermediate
Stakeholder Management	4	Essential	Developing
Project Risk Management	5	Essential	Intermediate
Business Writing	6	Desirable	Developing
Interpersonal Communications	7	Desirable	Developing
Influencing Skills	8	Desirable	Developing
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.			

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.