



Job Profile

Senior Engineer

Group: Water and Environment Services

Job Summary

<i>To be completed by People and Culture team</i>			
Job Family	Engineering	Career Stage	E
Job Function	Generalist engineering	Career Stream	Professional
Coverage <small>EA = Enterprise Agreement ICE = Individual Contract of Employment</small>	ICE	Last Modified Date	16/05/2024
<i>To be completed by Manager ~ (Team Size relates to People Leadership)</i>			
Work Environment	Hybrid	Team Size	
People Leader	No	Indirect Team Size	

Who we are.

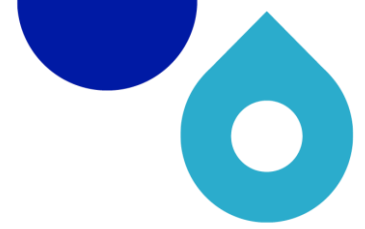
At Sydney Water, we exist for our customers. We're more than 3,500 people working together, striving to do more and be better—better for the environment, our customers, our people, and our water. Our people are passionate about working together, and driving agility, accountability, innovation, sustainability, 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 engineering support including sourcing technical specialist input as needed to the Design Development and Project Delivery teams in the delivery of planning and design activities, assessing proposed designs to ensure they meet design requirements and designing the scope of work for Designers. This includes resolution of technical issues, monitoring of quality, oversight of hold points and facilitating stakeholder input into planning and design activities. This role will also provide support moving into the delivery phases of the project to ensure technical solution and design intent is maintained throughout project lifecycle. This will include engaging with contractors via Early Contractor Involvement to develop methodologies and cost estimates for projects.



Accountabilities

Job Specific	
	<ul style="list-style-type: none"> • Live the Sydney Water organisational values to achieve outstanding outcomes for the organisation and customers. • Assist in the identification of project drivers to enable success of projects and programs of work. • Oversee and verify planning and design outcomes for design deliverables to ensure they are technically and commercially acceptable and meet the planning intent. • Participate in the technical decision-making process throughout planning and design to ensure project objectives are well defined and make recommendations to the Design Manager for approval. • Provide technical guidance to the Designer during planning and design in relation to all required standards and specifications. • Challenge project needs and inputs from internal and external stakeholders in pursuit of technical innovation and value engineering to maximise compliance, ensuring cost effectiveness, and support designers who are willing to innovative where performance and risk profile of the project is suitable. • Provide comprehensive support to the broader Engineering team to take planning intent and work over to project engineering to embed into the next phase and provide education and support on innovations. • Use established platforms and communication tools to ensure visibility and control of information and decisions. • Identify and deliver on agreed project and documentation outcomes to facilitate procurement. • Assist the Project Manager during planning by: <ul style="list-style-type: none"> ○ Assisting to identify interfaces between planning projects. ○ Ensuring Operator Requirements are understood prior to activities commencing. ○ Planning for integration of new and existing assets. ○ Ensuring documentation is complete and correct prior to proceeding to design. • Support the Design Manager by: <ul style="list-style-type: none"> ○ Determining applicability of standards to designs and ensuring these are captured in scope documentation. ○ Confirming acceptability of designer competencies against Sydney Water Competency Standard. ○ Ensuring an adequate level of investigation is conducted to provide surety of scope. ○ Arranging and facilitating design reviews and key project meetings. ○ Ensuring all comments from Risk and CHAIR workshops are adequately addressed and closed out by responsible person/s. ○ Facilitating interaction between Sydney Water business areas to ensure completeness of design and that operational requirements are met. ○ Ensuring scope documentation is complete and correct.



Role Requirements

Education / Qualifications

Required	<ul style="list-style-type: none"> • Engineering degree in a relevant discipline or equivalent – geotechnical, structural, civil, hydraulic, electrical/ mechanical, process •
Desired	<ul style="list-style-type: none"> •

Certifications / Licences

Required	<ul style="list-style-type: none"> • Valid driver’s licence (Workplace locations may be remote from available Public Transport systems) •
Desired	<ul style="list-style-type: none"> •

Experience

Required	<ul style="list-style-type: none"> • Professional experience in Engineering – experience working in a design house, operational experience in process engineering or interface role, planning role and/ or project management. • Demonstrated experience in the planning and design of engineering aspects for low risk/complexity projects. • Demonstrated experience in utilising engineering principles, methodologies and tools. • Understanding of regulatory requirements relating to planning and design of engineering solutions for small to medium capital projects. • A working knowledge in, and application of, appropriate legislation, standards and corporate policies including the Sydney Water Act, Environmental Planning and Assessment Act, Protection of the Environment and Operations Act, Government Access (Public Information) Act, Workplace Health and Safety Act and Contaminated Land Management Act. • Developed skills in all facets of planning and design of engineering projects. • Intermediate negotiation skills. • Effective oral and written communication skills including proven ability in preparation of written reports, procedures, project communication plans, 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.
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	<ul style="list-style-type: none"> • MS Office suite capabilities. • Work constructively as one team to achieve team outcomes. • Provide mentoring, support, technical advice and training to team members. Identify capability gaps and collaborate with your manager to improve team effectiveness. • Provide input to prioritisation and daily task allocation as required by your manager. • Provide input to prioritise work across the team. • Champion safety and wellness and understand safety accountabilities. • Role model Sydney Water values and behaviours and participate in a constructive and supporting working environment. • Contribute to a high performing team culture and commitment to the improvement of safety, customer, health and environmental outcomes.
<p>Desired</p>	<ul style="list-style-type: none"> •



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
Engineering Design Process	1	Essential	Advanced
Business Acumen	2	Essential	Intermediate
Troubleshooting (Problem Solving)	3	Essential	Advanced
Negotiation	4	Essential	Intermediate
Decision Making	5	Essential	Intermediate
Interpersonal Communications	6	Essential	Intermediate
Stakeholder Management	7	Essential	Advanced
Change Control	8	Desirable	Intermediate
Influencing Skills	9	Desirable	Intermediate
Strategic Thinking	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.			

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.