Gippsland Water

Join our team

Maintenance Optimisation Engineer
Full time permanent

Position Description



About us

We provide services to more than 69,000 households and businesses across 43 towns, comprising a diverse, complex, and geographically dispersed asset base, with over 375 team members across eight departments.

So why choose us?

We exist to deliver reliable, high-quality water, wastewater and waste recovery services to ensure the economy and liveability of the central Gippsland region.

Our region is diverse which presents many challenges, and we play an important role in its ongoing stability and transition.

We're continuing to focus on:

- maintaining quality water and wastewater services for our customers at an affordable price
- our sustainable future and the future of the region, and
- the role we play in the future.

Our people

Our strategic priorities provide the direction and insight into how we will deliver on our vision, highlighting that our people play an integral role in our ability to achieve successful outcomes for our customers and the community.

We're committed to building a diverse and inclusive workplace and strongly encourage applications from experienced women and men, people with disabilities, LGBTIQ+, ATSI, culturally and ethnically diverse candidates to best represent and engage with communities we live and work in.

Our achievements

With a clear strategy, strong leadership and driving accountability in a consistent way across the business we've been able to drive a positive and constructive culture shift, and a sustained increase to employee engagement.

Our values

We take pride in partnering with the community in providing quality water and waste services so we can enjoy a healthy and sustainable Gippsland for generations to come.

Our values are:

- Safety and wellbeing
- Customer focussed
- Innovation
- Accountability
- Collaboration
- Integrity & Respect

What we have to offer

We are growing, innovative and commited to ensuring that Gippsland Water remains a great place to work. We do this by offering a flexible and stimulating workplace and investing in our people to enable us to adapt to the changing needs of our region.

But that's not all - it's also about freedom. We support our people to achieve their potential by providing the freedom to learn, explore and be true to their passion.

Interested to find out more?

For more information about our career opportunities and what we can offer you, please visit www.gippswater.com.au/careers

Gippsland Water

POSITION DESCRIPTION

Maintenance Optimisation Engineer

Date reviewed: November 2026

POSITION DETAILS

Position Title	Maintenance Optimisation Engineer
Department	Operations
Reports to	Senior Maintenance Optimisation Engineer
Direct Reports	Nil
Location	Traralgon
Employment Type	Full-time
Band	4

PURPOSE OF THE ROLE

The Maintenance Optimisation Engineer supports the safe, reliable and efficient operation of Gippsland Water's water and wastewater treatment assets by providing engineering expertise and managing minor capital, major maintenance and optimisation projects. The role plans and delivers work from scope and option development through design, procurement, construction and commissioning, balancing safety, risk, cost, quality and operational requirements. Through effective project delivery and technical advice, the role helps maintain compliant treatment services, optimise asset performance and deliver value for customers.

KEY RESPONSIBILITIES

- Plan and deliver allocated minor capital, major maintenance and optimisation projects across water and wastewater treatment assets, ensuring agreed scope, time, cost, quality and operational outcomes are achieved.
- Provide engineering and technical advice across project planning, option assessment, functional and detailed design, specification, construction and commissioning, supporting safe, reliable and fit-for-purpose infrastructure outcomes.
- Manage project procurement, contracts, consultants and contractors in accordance with Gippsland Water requirements, including tendering, probity, site coordination, variation management and contract administration.
- Monitor project and program expenditure, milestones, risks and performance, investigate variances and provide accurate reporting to support delivery within approved budgets and commitments.
- Apply technical, risk and economic evaluation to project options and recommendations, including relevant financial assessment, to support sound investment and asset management decisions.
- Partner with Water Treatment and Quality, Wastewater Treatment and other stakeholders to identify, scope and prioritise future works programs, ensuring

investment responds to operational risk, asset performance and business priorities.

- Identify and implement improvements to engineering, maintenance and asset management practices that strengthen efficiency, reliability, safety and operational performance across the relevant workgroups.
- Contribute specialist engineering support during operational issues and, where required, participate in Operations Department on-call or Incident Controller roster arrangements to support service continuity and incident response.

SKILLS, KNOWLEDGE AND EXPERIENCE

Essential

- Demonstrated experience in multi-disciplinary engineering roles, with a minimum of five years' experience.
- Demonstrated end-to-end project and program management experience, including risk management, procurement and contract administration.
- Experience in engineering system management, planning and performance optimisation, including development of maintenance and capital plans and budgets.
- Ability to investigate and analyse water and wastewater infrastructure issues, review functional designs and recommend practical, evidence-based options.
- Working knowledge of general conditions of contract, including AS 4300 / AS 4902 and AS 4000, procurement alternatives and relevant Australian Standards.
- Well-developed written, verbal, presentation, negotiation and stakeholder engagement skills, with the ability to explain complex technical matters to technical and non-technical audiences.
- Ability to prepare clear project documentation, scopes, specifications, business cases, reports and economic evaluations, and to monitor program and project expenditure.
- Ability to use relevant project, technical, program and financial software packages.

Desirable

- Extensive engineering experience associated with delivery of water and wastewater infrastructure assets.
- Construction supervision experience across multi-disciplinary infrastructure projects.
- Demonstrated ability to review designs for safety, constructability and cost outcomes.
- Practical knowledge of methods used to minimise risks associated with water and wastewater infrastructure.

QUALIFICATIONS AND MANDATORY REQUIREMENTS

Essential

- Tertiary qualification in civil or mechanical engineering.

Desirable

- Postgraduate qualification in management, project management, technical speciality, or equivalent relevant work experience.

Mandatory requirements

- Professional Engineers Registration in a relevant discipline, or commitment to work towards registration.
- Participation in Operations Department on-call or Incident Controller roster duties if required.
- Driver licence, police check, and pre-employment medical.

HOW PERFORMANCE IS MEASURED

- Allocated minor capital, major maintenance and optimisation works are delivered safely and to agreed scope, milestones, budget and quality requirements.
- Project risks, variations, expenditure and delivery issues are identified early, managed appropriately and reported accurately.
- Engineering recommendations and project decisions are supported by clear technical, risk and economic assessment.
- Water and wastewater treatment stakeholders receive timely, practical and fit-for-purpose engineering support that contributes to reliable and compliant operations.
- Procurement and contract administration activities meet Gippsland Water requirements, including probity and documentation standards.
- Opportunities to improve asset performance, maintenance practices, delivery efficiency and value for money are identified and implemented where appropriate.



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