Gippsland Water

Join our team

Senior Engineer Major Infrastructure Projects
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

POSITION DETAILS

Position Title	Senior Engineer Major Infrastructure Projects
Department	Assets
Reports to	Manager Major Infrastructure Projects
Direct Reports	Nil initially, then Major Infrastructure Projects Band 4 engineers after 3 months, as agreed with Manager Major Infrastructure Projects
Location	Traralgon
Employment Type	Full-time
Band	5

PURPOSE OF THE ROLE

Support the delivery of reliable and sustainable water and wastewater services to the Gippsland community by providing senior engineering expertise and leadership in the planning, procurement, delivery and commissioning of major infrastructure projects. The role combines technical engineering leadership with project delivery accountability, ensuring major capital works are delivered safely, efficiently and in alignment with organisational, regulatory and community expectations.

KEY ACCOUNTABILITIES

The role is responsible for the following core accountabilities:

- Lead the delivery of major infrastructure capital projects from planning and design through procurement, construction, commissioning and handover, ensuring project objectives are achieved safely, efficiently and within approved budgets and timeframes.
- Provide specialist engineering expertise and technical leadership to support the planning, design, construction and operation of water and wastewater infrastructure, ensuring sound engineering outcomes and effective decision-making.
- Manage project risks, safety considerations and compliance obligations throughout the project lifecycle, ensuring projects are delivered in accordance with regulatory, organisational and industry requirements.
- Lead the procurement, administration and management of project contracts and contractors to ensure works are delivered in accordance with statutory, commercial and organisational requirements.
- Build and maintain productive relationships with internal stakeholders, consultants, contractors, regulators, customers and community representatives to support successful project delivery and stakeholder confidence.

- Provide informal technical leadership and formal line management, mentoring and guidance across the Major Infrastructure Projects team to support capability development, knowledge sharing and consistent project delivery outcomes, while leading and developing team members where direct reporting relationships exist.
- Provide accurate project governance, reporting and strategic input, such as business cases, option assessments, investment prioritisation, asset planning, gateway reviews or technical assurance, to support capital planning, infrastructure investment decisions and the achievement of Gippsland Water's infrastructure objectives.

SKILLS, KNOWLEDGE AND EXPERIENCE

Essential

- Demonstrated experience delivering complex capital infrastructure projects from planning and design through procurement, construction, commissioning and handover.
- Demonstrated ability to provide specialist engineering advice and sound technical judgement in the planning, design, construction and operation of water, wastewater or comparable infrastructure assets.
- Strong project management experience, including scope, budget, schedule, risk and stakeholder management, with a proven ability to deliver successful project outcomes.
- Demonstrated experience in procurement, contract administration and contractor management, including working knowledge of relevant contractual frameworks and tendering processes.
- Ability to identify, assess and manage project, operational and safety risks, ensuring compliance with legislative, regulatory and organisational requirements.
- Highly developed written, verbal and presentation skills, with the ability to communicate complex technical concepts to a range of technical and non-technical stakeholders.
- Demonstrated ability to build productive relationships and influence outcomes with internal stakeholders, contractors, consultants, regulators and community representatives.
- Experience providing technical leadership, mentoring and professional guidance to engineers and project team members to support capability development and project delivery outcomes.
- Demonstrated ability to analyse complex technical, commercial and operational information and make sound decisions in a risk-managed environment.

Desirable

- Extensive experience in the delivery of water and wastewater infrastructure projects.
- Experience developing business cases, option evaluations and investment recommendations to support capital infrastructure decision-making.
- Experience leading multidisciplinary project teams and managing the performance

of consultants and contractors.
- Working knowledge of asset management principles and long-term infrastructure planning.
- Experience using project management, engineering and financial management software to support project delivery and reporting

QUALIFICATIONS AND MANDATORY REQUIREMENTS

Essential

- Bachelor's degree in engineering or equivalent qualification enabling eligibility for Professional Engineers Registration in the relevant discipline.

Desirable

- Postgraduate qualification in Engineering, Project Management, Management or a related discipline.

Mandatory Requirements

- Police check
- Medical
- Driver licence

HOW PERFORMANCE IS MEASURED

Performance in this role is measured through:

- Major infrastructure projects are delivered safely, efficiently and in accordance with approved scope, budget, quality and time expectations.
- Engineering advice, technical recommendations and project decisions are of a high standard, supporting reliable, sustainable and compliant infrastructure outcomes.
- Project risks, safety obligations and compliance requirements are effectively managed, with appropriate controls implemented and issues escalated where required.
- Positive and productive relationships are maintained with internal stakeholders, contractors, consultants, regulators, customers and community representatives.
- Project governance, reporting and documentation are accurate, timely and support informed decision-making and effective capital investment planning.
- Technical leadership, mentoring and knowledge sharing contribute to capability development, continuous improvement and effective project delivery across the Major Infrastructure Projects team and Gippsland Water departments.

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