

POSITION DESCRIPTION

Principal Engineer – 1047 – Water & Waste Services Group

ABOUT COUNCIL

The Toowoomba region is about rich traditions and bold ambitions. Our long and proud agricultural history has evolved Toowoomba into Australia's second largest inland city supporting diverse townships in the council area and acting as a service centre for South West Qld and North West NSW. The region is boldly forging new opportunities around the Surat Basin resource sector, education, health, transport and massive infrastructure investments. Growth hasn't come at the expense of liveability though, with Toowoomba twice voted in the top 5 most family friendly cities in Australia.

Toowoomba Regional Council services a regional population of 178,500 and employs a team of approximately 1,600 staff, dedicated and passionate about delivering excellent customer service to the community, residents and visitors throughout the region. We recognise that our success depends upon attracting and retaining skilled and talented staff and offer a wide variety of interesting challenges and opportunities to develop your career.

OUR VALUES AND BEHAVIOURS



To view our Organisational Values and Behaviours in more detail, click [here](#).

POSITION DETAILS

Position Title:	Principal Engineer (1047)
Group:	Water & Waste Service Group
Branch:	Water Project Services
Section:	Water Project Services
Current Location:	Toowoomba CBD
Status:	Full Time (Temporary)
Award:	Queensland Local Government Industry (Stream A) Award - State 2017
Classification:	Level 8
Job Family:	Engineering (Civil, Structural, Mechanical, Electrical, Environmental)
Date last reviewed:	April 2026

POSITION OBJECTIVE – WHAT YOU WILL DO

The Principal Engineer in the Water & Waste Service Group is responsible for delivering extensive projects and capital works programs to ensure outcomes are achieved which are consistent with Council's goals for water, sewerage and waste services. Project and contract management services related to the delivery of projects are to be provided within a local government environment in the Water and Waste Services Group.

This position will work under broad direction and includes supervision of others.

POSITION RESPONSIBILITIES – THE WORK YOU WILL DO

1. Initiate, formulate and manage the delivery of extensive capital works programs in accordance with Council's Project Management Framework, and the quality management systems of the Water and Waste Services Group and the Water Project Services Branch which are aligned to Council's goals and objectives for providing water, sewerage and waste services.
2. Ensuring timely, cost-effective execution of capital works programs relating to water, sewerage and waste infrastructure.
3. Prepare business cases, prioritise, prepare budgets, manage and monitor extensive projects to achieve desired outcomes in accordance with corporate and project goals.
4. Prepare high quality technical reports, including making recommendations and provide specialist advice to stakeholders and Council.
5. Apply high level of analytical skills to achieve technical objectives and foster teamwork whilst building technical capability and capacity for integration, cooperation and problem solving.
6. Engage proactively with internal and external stakeholders to achieve optimal project outcomes, demonstrating high level customer service outcomes.
7. Provide leadership and support to maximise staff productivity, promote continuous improvement and develop team culture.
8. Develop and implement techniques, work practices and procedures in the work area to achieve corporate goals.
9. Provide specialist advice on policy matters and contribute to their development and review.
10. Provide professional technical and financial / commercial advice within the Branch and Group.
11. Carry out other duties that are reasonably within the limits of the employee's skill, competence and training as required.

POSITION SUCCESS CRITERIA – WHAT YOU ARE REQUIRED TO HAVE

1. Qualification(s), training and/or experience, specific to the position:
 - Possession of mandatory qualifications, including; Bachelor Degree in Engineering (Civil, Structural, Mechanical, Electrical, Environmental) or relevant related qualification from a recognised University with considerable skills and extensive relevant experience.
 - Registered Professional Engineer of Queensland (RPEQ) status or the ability to obtain RPEQ registration within an agreed period following commencement of employment. In such cases, direct supervision by an RPEQ will be provided.
 - Demonstrated experience in the preparation and execution of commercial contracts to deliver infrastructure projects.
 - Substantial knowledge and understanding of legislation applicable to Local Government (or relevant industry), project delivery, construction and development.
 - WHS Competency (White Card) for CPCWHS1001 Prepare to work safely in the construction industry, or equivalent, or a willingness to obtain prior to commencement.
 - Current 'C' Class Driver's Licence.

2. Technical Skills and Knowledge

- Proven ability to initiate, implement, monitor and evaluate extensive projects and programs in accordance with Corporate and Group goals.
- Extensive knowledge and demonstrated understanding of legislation applicable to local government, corporate strategic operations or relevant industry with an ability to manage projects within timelines, budgets and legislative provisions or guidelines.
- Demonstrated ability to provide high-level advice and quality assurance on project delivery, contract management and related technical and commercial matters.

3. Outcome and Result Focused

- Excellent organisational skills with the ability to initiate and formulate extensive works programs which impact on Council's strategic goals and objectives using a Project Management Framework.
- Excellent time management skills including the ability to develop and implement techniques, work practices and procedures to achieve required outcomes.

4. Leadership and Management Skills

- Demonstrated ability to manage, supervise, assess, review and provide leadership in order to lead an operational business team.
- Demonstrated ability to make decisions within the accepted parameters of business policies, procedures, guidelines, work practices and delegations.
- Proven ability to contribute to positive team and Branch outcomes.
- Proven ability to build and maintain effective relationships with stakeholders and contractors.

5. Interpersonal and Communication Skills

- Demonstrated excellent interpersonal and communication (written and verbal) skills, including ability to consult, negotiate and liaise effectively with a diverse range of people; delivering presentations to management, public forums and customers; and drafting high quality technical reports.

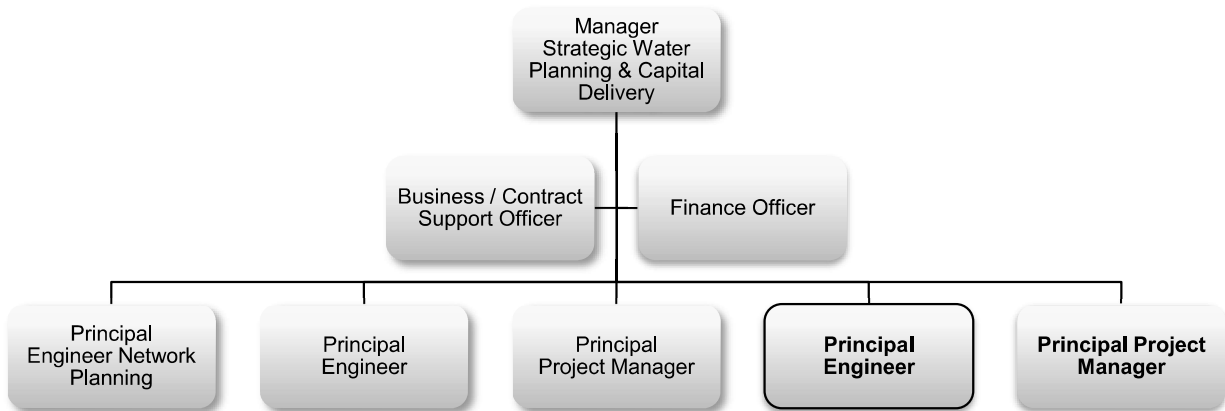
6. Commitment to Council's Organisational Value and Behaviours:

- Teamwork

CORPORATE REQUIREMENTS

- Commitment to agreed Toowoomba Regional Council (TRC) Values and Behaviours and Code of Conduct.
- Adherence with all relevant TRC policies and procedures, Enterprise Bargaining Agreement(s), your contract of employment and relevant legislation, including the *Local Government Act 2009* and *Work Health and Safety Act 2011*.
- Commitment to the obligations and responsibilities outlined in the '[WHS Obligations and Responsibility Statement](#)' relevant to this position.
- Compliance with all relevant and necessary pre-employment checks, including Medical Assessments, Criminal History Checks and Working with Children Checks.
- Provide a professional level of customer service to all relevant stakeholders in line with '*Council's Customer Experience Policy*'.
- You are required to follow lawful and reasonable directions from your Supervisor and Management.

ORGANISATIONAL CHART AND DELEGATIONS



APPROVAL

Manager Name	Signature of Manager	Date
Employee Name	Signature of Employee	Date