

POSITION DESCRIPTION

Our Values



Position title:	Lead Strategic Engineer – Water and Wastewater
Position code:	3227
Section:	Water, Waste and Open Spaces
The position reports to:	Manager Engineering
Band and level:	Band 3 / Level 3
Salary grade:	Grade 20
Staff management:	< 6 Reports
Budget responsibility:	Standard Accountability

Primary function of the role:

The Lead Strategic Engineer – Water and Wastewater is responsible for providing high-level technical, strategic, and leadership direction to guide Council's long-term infrastructure and waste management planning. The role's primary function is to ensure that engineering decisions, asset management practices, and capital investments—across all infrastructure and waste services—are strategically aligned with Council's long-term plans, community needs, sustainability goals, and legislative obligations. This position plays a key role in leading a small team responsible for integrating innovative, efficient, and sustainable waste solutions within broader infrastructure strategies to support resilient and future-ready communities.

Person Description:

The right person for this role will:

- Embrace innovation and sustainable practices.
- Focus on delivering practical, community and environmental outcomes.
- Share knowledge openly and collaborate across teams and stakeholders.
- Be adaptable and responsive to changing priorities and challenges.
- Drive continuous improvement in waste and infrastructure planning.
- Demonstrate integrity, accountability, and professional leadership.
- Maintain a strong customer and community service focus.
- Prioritise effectively and deliver results within set timeframes.

- Communicate clearly and influence positive outcomes.
- Promote and embody Council's values and long-term vision.

The Lead Strategic Engineer:

- Has the skills, capability and willingness to analyse problems, evaluate alternatives with a focus on collaborative problem solving.
- Leads a professional team and provides expert engineering advice to guide evidence-based planning and investment decisions.
- Ensures that the operations, projects, services and activities of the Water team are undertaken in a timely, professional, flexible and customer orientated manner in accordance with the management plan and relevant corporate objectives
- Ensures projects and resourcing plans are aligned to accountabilities and responsibilities.
- Engages and consults by means of well-developed oral and written communication skills, with the capability to influence, listen to others, put forward ideas and encourage the views of others.
- Leads their team to achieve excellence through service delivery benchmarks and is committed to the implementation of continued improvement processes; and
- Is accountable for the financial, legal, physical and human resources for the team within agreed budgets, timeframes and reporting standards.

Key responsibilities and performance goals:

	Responsibilities	Accountability
Work Health and Safety	Manage and monitor work health and safety responsibilities, ensure compliance with the legislation and regulations that govern the operations within the Program area and assist others in the team to implement the relevant policies, procedures and processes.	• An engaged workforce fostering a culture of safety and behaviour based on safety principles.
Best Practice and Benchmarking	Lead the team to achieve excellence through the establishment, management and monitoring of financial systems, processes, standards and service delivery benchmarks.	• Establish, monitor and review financial benchmarks to meets budget objectives. • Develop a team of skilled analysts that can provide monthly reporting, insights and scenarios for change using accurate data and forecasts. Lead policy and procedures that ensure implementation of clear recommendations for improvement. • Continued improvement plan is created and implemented to ensure expectations/legislation and guidelines are upheld.
Governance and Risk	Oversee the identification of project and financial risks and appropriate management of these risks to councils' operations. Ensure risks to projects and financial service delivery to business units are identified and managed	• Align service delivery to meet the Delivery Plan and Community Strategic Plan outcomes for the organisation. • Project and financial risks are identified on the corporate risk register with appropriate mitigation strategies.
Customer driven service delivery	Build and maintain relationships with key stakeholders and	• Establish and maintain a service delivery strategy that is agreed with the Director and reported monthly.

	customers (internal and external) related to program service delivery.	• Provide a high level of customer service to manage the expectations of internal and external customers in the resolution of their issues. • Provide guidance, advice and coordinate requests for further information regarding applications. • Enhance your knowledge base. • Drive a customer service approach in all internal and external interactions. • Ensure that all Directors and Program Managers receive accurate and timely project and financial reporting data.
Finance	Create, manage and control financial and physical resources within agreed budgets, timeframes and reporting standards.	• Services are delivered to the established benchmarks within the agreed budget tolerances and timeframes. • Monitor and report monthly in accordance with Council standards and expectations, including trend analysis and dashboard reporting • Financial planning & forecasting including development and update of the long-term plans and its integration with the resourcing strategy. • Reduction of surprises within the QBRS, ensuring that all QBRS adjustments are within an agreed tolerance to be set each year. • Identification and sourcing of external funding to maximise service delivery.
People	Leader: Coach, mentor, empower, develop and lead a cohesive and high performing customer centred, results driven team.	• Demonstrate accountable, affiliative and constructive behaviours in all interactions • Promote ways in which the team members can continue to learn and demonstrate 'blue' behaviours aligned to the Leadership Style Inventory Tool. • Lead the team to achieve excellence by establishing, maintaining and monitoring performance requirements. • Respond to employee satisfaction survey results to identify and act upon areas that require improvement. • Ensure the team demonstrates cohesive teamwork, flexibility, openness, transparency and ethical practice. • Foster an engaged and empowered workforce. Embrace continuous improvement principles to improve delivery of services to Council customers. • Commitment to fostering and participating in a positive team environment. • Be flexible and adaptable to the changing needs of the team. • Participate and contribute. • Be available to take on other roles as required (e.g. in leave periods).
Drive Innovation	Create a culture that inspires people to generate innovative solutions that optimise revenue to Lismore City Council.	• Initiate utilisation of technology to: ○ Ensure single source of the truth ○ Replace own source financial models and forecasting tools with council best practice. • Network with peers and other industries to continue to generate business improvements.

Communication and Consultation	High level of written, verbal and interpersonal communication skills that inspires confidence in your team and the audience you are communicating with.	• Provide clear concise information. • Provide tools for staff to support business development e.g. FAQ's, regular 'paper bag' meetings and other learning tools. • Prepare detailed reports, proposal and submissions to Senior Leadership team and Council. • Implement high level conflict resolution and negotiation skills. • Application of influencing skills to lead and encourage your team to embrace change, demonstrating accountable, affiliative and constructive behaviours. • Support and provide advice for Corporate Governance, Risk Management, Strategic Procurement and Project Management where required.
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Entry Level Qualifications: Skills and Experience

Qualifications, certificates and licences

- Relevant tertiary qualifications in Civil or Environmental Engineering (or related discipline)..
- Postgraduate qualifications in engineering are desirable.
- Membership of an appropriate professional institute e.g. Engineers Australia
- Diploma of Project Management (or equivalent or willing to obtain)
- General Construction Induction Card (White card)
- Current Class C Driver's Licence.

Experience, skills and knowledge

- Demonstrated extensive experience and ability to lead a team to deliver services aligned to the business activities of the team.
- Extensive experience in strategic water infrastructure and asset management planning.
- Strong knowledge of Australian Standards, WSAA codes, and water industry legislation.
- Proven ability to develop, implement, and review long-term water and drainage strategies.
- Demonstrated skills in hydraulic modelling, data analysis, and evidence-based decision-making.
- Experience managing multidisciplinary projects, budgets, and external contractors.
- High-level stakeholder engagement and collaboration skills, with the ability to influence outcomes.
- Commitment to sustainability, innovation, and integrated water management principles.
- Leadership experience in mentoring and developing staff within a local government environment.
- Excellent organisational, problem-solving, and decision-making skills with a focus on practical community outcomes.
- Familiarity with local government planning, asset management frameworks, and regulatory compliance requirements.
- Knowledge of sustainable water practices, climate resilience, and integrated water management principles.