

POSITION DESCRIPTION

Manager Engineering (Water)

Position title:	Manager Engineering (Water)
Position code:	3205
Section:	Water, Waste and Open Spaces
The position reports to:	Director Water, Waste and Open Spaces
Band and level:	Band 3 / Level 4
Salary grade:	Grade 22
Staff management:	< 3 reports
Budget responsibility:	Complex with broad accountability

Council Values



At Lismore City Council, we are driven by our passion for creating a better future where we live, work and play. We believe in working as one yet staying true to ourselves. Help make a positive impact on our community while enjoying a rewarding career of opportunities.

Shape your future. Serve your community. Belong to something bigger.

Position Purpose

The Manager Engineering is responsible for coordinating and leading the strategic planning, project development investigations, design, and delivery, of Council's water, sewer and urban stormwater infrastructure functions. This role ensures the provision of safe, sustainable, and efficient water, sewer and urban stormwater services to the community, in alignment with regulatory requirements, environmental standards, and Council's strategic objectives.

Skills and Competencies

The incumbent is required to demonstrate skills and competencies relevant to the Manager Development Standards position in line with those set out in the *Local Government (State) Award 2023* for Band 3 / Level 4.

Position of Trust:

A Position of Trust is a position that has been identified as having duties or responsibilities which post a higher level of organisational risk. This is one of those positions.

It is a condition of employment that employees occupying a Position of Trust provide consent on request, for the conducting of a position specific identity and suitability checks e.g. Police and Credit Checks etc.

Position and Corporate Responsibilities

- Lead and manage the multidisciplinary water, sewer and urban stormwater engineering and operational team, including engineers, technical officers and field staff.
- Develop and implement strategic plans for water, sewer and urban stormwater infrastructure aligned with Council's Integrated Planning and Reporting Framework.
- Develop and implement water, sewer and urban stormwater infrastructure strategies, asset management plans, and capital works programs.
- Lead the planning and delivery of water supply, wastewater, and stormwater projects.
- Manage the team's alignment with state legislation, codes, environmental standards, Council's strategic plans, and community expectations.
- Establishes area's budgets, fees and charges for services.
- Provide technical leadership in the design, assessment, and construction of water, sewer and urban stormwater infrastructure.
- Monitor the condition, performance, and lifecycle of water, sewer and urban stormwater assets and implement proactive maintenance and renewal programs to optimise asset sustainability.
- Manage budgets, procurement, and contractor performance for water, sewer and urban stormwater infrastructure projects
- Oversee hydraulic modelling, network analysis, and system performance reviews
- Manage engineering input into development applications and subdivision approvals.
- Develop and implement policies, procedures, and service improvements to enhance efficiency and customer experience, and support assessment teams with interpretation and application of required standards.
- Collaborate with developers, consultants, internal teams, and state agencies to promote best practice.
- Monitor legislative changes and ensure compliance with relevant laws, regulations, and standards.
- Prepare reports and recommendations for Council meetings and committees.
- Foster collaborative relationships with internal departments, state agencies, developers, and community stakeholders to ensure effective service delivery.

Key Challenges

Challenges regularly encountered in the position which describe the complexities the position is expected to manage

- Managing the renewal and upgrade of aging water, sewer and urban stormwater assets within constrained budgets
- Leveraging smart water, sewer and urban stormwater technologies and data analytics for operational efficiency.
- Navigating evolving environmental and public health regulations

Key Relationships

Who	Why
Internal	
Director	• Provide expert advice to influence service outcomes and support organisational improvement and decision making • Report on performance against agreed measures and discuss future directions ▪ Identify emerging issues and risks and their implications and propose solutions
Council Leadership Team	• Work collaboratively to achieve quality outcomes for Council. • Contribute to discussions and decisions regarding key projects and deliverables.
Direct Reports	• Manage, guide and support to achieve agreed goals and objectives ▪ Provide direction, set performance expectations and manage performance and development
External	
Government, community and business stakeholders	• Engage in, consult and negotiate the development, delivery and evaluation of integration initiatives and projects. ▪ Manage expectations and resolve issues.
External vendors, service providers and consultants	• Communicate needs, facilitate business transactions and resolve issues. • Negotiate and approve contracts and service agreements. ▪ Manage contracts and monitor the provision of service to ensure compliance with contract and service agreements

Key Capabilities

The Local Government Capability Framework describes the core knowledge, skills and abilities expressed as behaviours, which set out clear expectations about performance in local government. It builds on organisational values and creates a common sense of purpose for employees.

Below is the full list of capabilities and the level required for this position. The capabilities in bold are the focus capabilities for this position.

Capability Group	Capability Name	Level
 Personal Attributes	Manage Self	Adept
	Display Resilience and Adaptability	Adept
	Act with Integrity	Advanced
	Demonstrate Accountability	Adept
	Communicate and Engage	Adept
	Community and Customer Focus	Adept
	Work Collaboratively	Advanced

 Relationships	Influence and Negotiate	Adept
 Results	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Create and Innovate	Adept
	Deliver Results	Advanced
 Resources	Finance	Adept
	Assets and Tools	Advanced
	Technology and Innovation	Adept
	Procurement and Contracts	Adept
 Workforce Leadership	Manage and Develop People	Adept
	Inspire Direction and Purpose	Adept
	Optimise Workforce Contributions	Adept
	Lead and Manage Change	Advanced

Focus Capabilities

Group	Level	Behavioural Indicator
Personal Attributes Act with Integrity	Advanced	- Models ethical behaviour and reinforces it in others - Represents the organisation in an honest, ethical and professional way and sets an example for others to follow - Promotes integrity, courage and professionalism inside and outside the organisation - Monitors ethical practices, standards and systems and reinforces their use - Proactively addresses ethical and people issues before they magnify
Relationships Work Collaboratively	Advanced	- Builds a culture of respect and understanding across the organisation - Facilitates collaboration across units and minimizes outcomes resulting from effective collaboration between teams - Builds co-operation and overcomes barriers to sharing across the organisation - Facilitates opportunities to develop joint solutions with stakeholders across the region and sector - Models inclusiveness and respect for diversity in people, experiences and backgrounds
Results Deliver Results	Advanced	- Sets high standards and challenging goals for self and others - Delegates responsibility appropriately and provides support - Defines what success looks like in measurable terms - Uses own professional knowledge and the expertise of

Group	Level	Behavioural Indicator
		others to drive results • Implements and oversees quality assurance practices
Resources Assets and Tools	Advanced	• Considers council/community assets in service design/delivery • Facilitates and monitors deployment of assets/tools to community priorities • Implements and monitors compliance with asset management plans
Workforce Leadership Lead and Manage change	Advanced	• Translates change initiatives into practical strategies, including the role of staff in implementing them • Analyses the change context to identify the level of consultation and involvement required from staff and stakeholders • Develops appropriate approaches to involve staff and stakeholders at various stages of the project • Implements structured processes to manage structural, system, process and cultural barriers to change • Provides coaching and leadership in times of uncertainty and difficulty for staff

Selection Criteria

1. Tertiary qualifications in Civil Engineering, Environmental Engineering, or a related discipline.
2. Chartered Engineer status or eligibility to attain engineering certification with Engineers Australia, or equivalent engineering body.
3. Extensive experience in water, sewerage and urban stormwater infrastructure planning, design, and operations within local government or utility sectors.
4. Strong knowledge of relevant legislation, standards, and codes (e.g., WSAA, Australian Drinking Water Guidelines, EPA regulations, NSW regulatory and assurance framework or local water utilities).
5. Proven leadership and team management experience within a multidisciplinary team.
6. Proficiency in hydraulic modelling and asset management systems.
7. Excellent communication, negotiation, and stakeholder engagement skills.

Licence requirements and pre-employment screening

This position needs to attain and uphold the following licences/accreditations:

- Current NSW Class C Driver Licence

This position requires the following pre-employment checks:

- Academic Qualification Verification
- National Criminal History Check