

POSITION DESCRIPTION

Our Values



Position title:	Senior Drainage Engineer
Position code:	3245
Section:	Water, Waste and Open Spaces
The position reports to:	Lead Strategic Engineer
Band and level:	Band 3 / Level 3
Salary grade:	Grade 19
Staff management:	Nil
Budget responsibility:	Nil

Primary function:

The primary function of the Senior Drainage Engineer is to lead the planning, prioritisation, and delivery of urban stormwater and drainage infrastructure programs, including the development of forward works programs aligned with asset management principles and Council's strategic objectives. This role is critical in progressing the Urban Stormwater Management Plan (USMP), securing funding, and enhancing service levels through data-driven decision-making and stakeholder collaboration.

Person Description:

The right person for this role will:

- Be accepting of new ideas and embrace change
- Be outcome focused
- Have the ability to work autonomously
- Be open minded in sharing information and knowledge freely
- Be flexible and agile to work across different business areas
- Have a drive for improvement
- Have personal integrity and take responsibility
- Have a genuine customer service focus
- Have the capability to lead multiple teams
- Be able to mentor and develop team leaders and employees
- Have the ability to prioritise and schedule work and meet deadlines

- Have excellent time management and organisational skills
- Promote and embody Council's values.

Role Responsibilities:

- **Asset Management:** Implement best practices to optimise the lifecycle and performance of stormwater infrastructure assets. Provide input into the continuous improvement of asset management plans and systems, including data collection and validation of stormwater assets.
 - **Program Development:** Develop and maintain a forward works program for urban stormwater drainage, incorporating asset management principles, maintenance schedules, and strategic priorities. Ensure alignment with Council's Urban Stormwater Management Plan (USMP), strategic objectives, and community needs.
 - **USMP Implementation:** Progress structural and non-structural actions outlined in the revised USMP. Progress the delivery of an updated USMP by coordinating planning, stakeholder input, and integration of new data and modelling.
 - **Catchment Modelling:** Extend and refine the stormwater catchment model to support evidence-based planning and prioritisation of infrastructure projects.
 - **Service Level Definition:** Determine and document service levels for stormwater asset maintenance, including swale cleaning frequency and water quality standards.
 - **Project Prioritisation:** Develop and apply a robust methodology for prioritising stormwater-related projects, balancing risk, cost-effectiveness, and community impact.
 - **Grant Management:** Identify and pursue additional funding sources, including grants. Manage the administration, reporting, and compliance requirements for grant-funded projects.
 - **Stakeholder Engagement:** Collaborate with internal teams (e.g., planning, design, environment, delivery) and external stakeholders (e.g., community groups, agencies, contractors) to ensure effective communication, integration of feedback, and resolution of inquiries.
 - **Safety Leadership:** As a senior safety advocate, the Stormwater Engineer promotes and upholds safety standards across all program activities, maintaining alignment with Council policies and legislative requirements. While not directly managing a team, this role plays a key part in identifying risks and contributing to the development of mitigation strategies that foster a proactive and safety-conscious culture across projects and contractors.
- Financial Oversight:** Lead the strategic management of budgets by aligning financial plans with departmental goals, analysing performance, and implementing corrective actions. Collaborate with senior leadership to provide financial insights and recommendations that support informed decision-making and long-term sustainability.
- **Compliance and Risk Management:** Ensure all planning activities comply with relevant legislation, regulations, policies, and guidelines; and identify, assess, and mitigate risks associated with planning and asset management activities.
 - **Continuous improvement:** Drive continuous improvement initiatives within the planning section; and implement best practices and innovative solutions to enhance planning processes and outcomes.
 - **Time management skills:** Prioritise time management to meet program objectives.
 - **Technology Integration:** Identify and implement technology solutions that enhance planning, asset management, and reporting processes. Stay updated on industry trends and tools that can improve efficiency and data accuracy.
 - **Emergency Response:** You may be called upon to assist during an emergency response situation dependent upon your skills and training.

Key responsibilities and performance goals:

	Responsibilities	Accountability
Work Health and Safety	Monitor and support work health and safety	• Makes safety an integral part of work, it is

	responsibilities, ensure compliance with legislation and regulations governing operations within the program area, and assist team members in implementing relevant policies, procedures, and processes.	everyone's responsibility to implement the expected behaviours of our organisation.
Best Practice and Benchmarking	Achieve excellence by adhering to best practices, processes, standards, and service delivery benchmarks.	• Ensure that all corporate records including timesheets, accident/incident reporting, plant operation and risk assessments activities are fully and accurately captured and maintained, to comply with legislative and regulatory requirements and business needs.
Governance and Risk	Understanding of the day to day implementation of Council's Code of Conduct.	• Duties are performed in accordance with Council's Code of Conduct.
Customer driven service delivery	Build and maintain relationships with key stakeholders and customers (internal and external) to improve program service delivery.	• Upholding Council's values at all times during customer interactions.
Finance	Ensure job is performed in a cost-effective manner with awareness of financial and physical resource management within agreed budgets, timeframes, and reporting standards.	• Perform job duties in a cost-effective manner, ensuring efficient use of financial and physical resources. • Identify opportunities for cost savings and resource optimisation in daily tasks.
People	Demonstrate accountable, respectful and constructive behaviours in all interactions. Embrace continuous improvement principles to improve delivery of services to Council customers.	• Foster positive relationships with colleagues. • Contribute to a positive and collaborative team environment. • Adapt to team needs and changes. • Provide support and fill in for other roles when needed.
Drive Innovation	Create a culture that inspires people to generate innovative solutions that optimise results to Lismore City Council.	• Encourage and support a work environment that fosters creativity and innovation. • Implement and promote new ideas and approaches to improve services and processes.
Communication and Consultation	Clear verbal, written and interpersonal communication skills.	• Provide clear concise information. • Foster open and effective communication within the team and with stakeholders. • Promote an environment of transparency and openness in all communications.

Entry Level Qualifications and Skills & Experience:

Qualifications, certificates and licences

Essential:

- Relevant Bachelor's degree in Engineering (Civil) or a related field and/or relevant experience
- Professional membership of an engineering or relevant industry organisation e.g. Engineers Australia, Australian Water Association.
- General Construction Induction Card (White card)
- Current Class C Drivers Licence

Experience, skills and knowledge

- Proven experience in infrastructure planning and water, sewer and urban stormwater drainage asset management, with a focus on lifecycle optimisation and strategic delivery.
- Demonstrated hydrological and hydraulic modelling experience
- Demonstrated ability to develop and implement forward works programs aligned with organisational priorities and community needs.
- Strong leadership capabilities, with experience fostering collaboration and high-performance outcomes across multidisciplinary teams.
- Skilled in stakeholder engagement and communication, including coordination with internal departments, external agencies, and community groups.
- Sound understanding of Work Health and Safety (WHS) legislation and its practical application in infrastructure projects.
- Excellent communication skills, both written and verbal, including facilitation of workshops and preparation of business cases and reports.
- Experience managing grant applications, funding processes, and associated reporting requirements.
- Proficient in budget development, financial oversight, and cost analysis to support sustainable program delivery.
- High level of digital literacy, with experience using asset management, modelling, and planning software tools.
- Comprehensive knowledge of relevant legislation, policies, and guidelines governing stormwater infrastructure and local government operations.