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PRINCIPAL ENGINEER CONSTRUCTION & MAINTENANCE NORTH BRANCH INFRASTRUCTURE SERVICES GROUP POSITION NUMBER MN400

Organisational Background

The Toowoomba region is about balance – balance between work and play, between urban and rural lifestyles, between recreation and education and between affordability and investment potential. Toowoomba is the economic and commercial hub of the Darling Downs. It services a diversity of primary and secondary industries and plays a significant role in the economic development of a large area of southern and south western Queensland.

Toowoomba Regional Council (TRC) services a regional population of 159,000 with a staff of 1,600. The rapidly growing region offers a wealth of opportunities for people looking for a rewarding career based in one of South-East Queensland's most sought-after areas. It offers all the benefits of urban and country living including some of Australia's finest education facilities, highly regarded health services and a growing reputation for restaurants, coffee shops and wineries.

At TRC we understand that the continued success of our organisation depends on the quality of our people. To ensure we attract and retain the best possible employees to meet our future needs, we provide a comprehensive package of employee benefits.

Organisational Context

The Infrastructure Services Group of Toowoomba Regional Council is responsible for the delivery of a safe and sustainable transport network.

Council has identified key elements in relation to the region's infrastructure in order to manage growth and future change and to capitalise on the economic development potential of the area. They include providing a safe and functional transportation system with strong connections to the region and beyond, ensuring that infrastructure is developed and maintained in an integrated manner.

The newly formed Construction and Maintenance North Branch has been established to deliver and provide all transport infrastructure construction and maintenance requirements for the northern part of Toowoomba Regional Council. The Construction and Maintenance Northern Branch generally covers the districts of Highfields, Crows Nest, Goombungee through to Yarraman and as far out to Western Downs boundary near Dalby.

Role Purpose

The Principal Engineer will assist in coordinating extensive projects / programs in accordance with departmental /corporate goals within the northern boundaries of Toowoomba Regional Council.

Technical Criteria

- A degree in Civil Engineering.
- Registered Professional Engineer of Queensland (RPEQ) or eligible to apply within 12 months.
- Strong knowledge and experience in the management and supervision of local government construction and maintenance projects.
- Demonstrated leadership / supervisory capability with the ability to work under minimal supervision.
- Demonstrated experience in budget preparation and expenditure monitoring and control.
- Demonstrated time management skills including the ability to develop and implement techniques, work practices and procedures to achieve corporate goals, ability to meet deadlines, exercise judgement, delegate authority and manage and motivate staff to achieve set and agreed performance and service standards within budgetary allocations.

Behavioural Criteria

- Demonstrated ability to lead/supervise others with the ability to work under limited supervision.
- Excellent customer service skills with the ability to resolve issues and provide expert advice about complex matters in a pleasant and helpful manner consistent with organisational goals, policy and procedures.
- Personal character strengths of trust, respect, integrity and fairness.
- Ability to set expectations and monitor delegated activities and to coach employees by providing feedback and support to encourage growth.
- Commitment to continuous improvement and quality assurance principles.
- Commitment to workplace health and safety in the workplace (including a willingness to be appointed as an issuing officer for non-compliance notices under the Council's WHS Enforcement Policy).
- Commitment to the principles of anti-discrimination and equal opportunity in the workplace.

Organisational Cultural Fit

The successful candidate will contribute to building a culture of pride in the seamless delivery of quality services to the community. They will want to be part of a team that helps build organisational capability and deliver outcomes consistent with the organisational vision. They will embrace a culture that respects, recognises and values all team members for their experience, knowledge and contributions. They will be approachable and actively seek to pass on their own knowledge, encourage formal and informal learning and knowledge sharing with Branch and Group colleagues.

They will actively participate in and contribute to the Construction and Maintenance North Branch management team in a positive and cooperative manner.

Motivational Fit

The successful candidate will enjoy working with people from a range of professional, technical and educational backgrounds and will be committed to helping each of those people develop and perform to the best of their personal potential. They will be committed to continuous improvement and quality management and take pride in providing customers with the best possible service and value for money.

Career Fit

This role will suit an experienced engineer who is ready to apply their extensive skills and knowledge to the challenges of managing multiple, diverse construction and maintenance projects in a local government environment.