Candidate Profile

INFORMATION SHEET

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Graduate and Cadet Engineers & Technical Officers
(Civil & Environmental)

Permanent Full-Time Positions

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 1,758. 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.

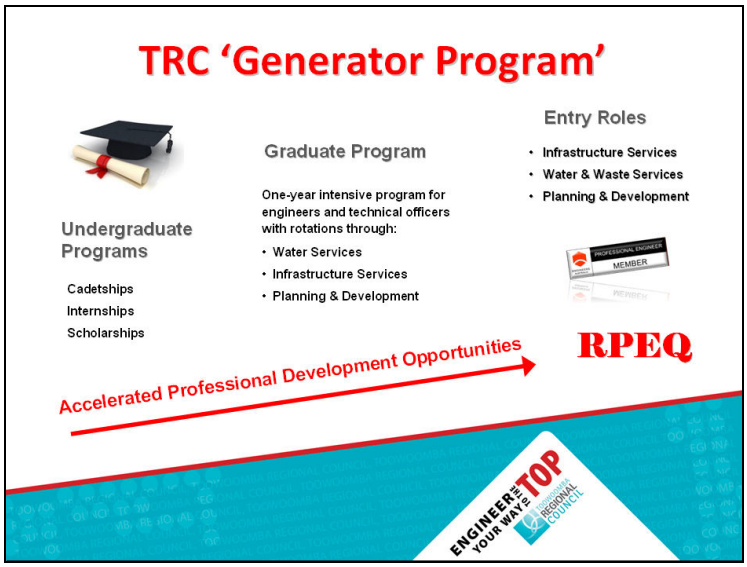
Organisational Context

Toowoomba Regional Council is seeking applications from early career engineers and technical officers (Bachelor of Engineering, Bachelor of Engineering Technology or Associate Degree) to work on projects to deliver safe and functional transportation and drainage systems, water and wastewater operations and planning and development services.

Applications are welcomed from applicants from the Civil and Environmental fields of engineering and rotations may be offered across the areas of Infrastructure Services, Water & Waste Service and Planning & Development to offer maximum potential for early career engineers to gain experience of engineering within a local government context.

Role Purpose

These positions are established for the express purpose of training early career professionals and may involve rotation through various branches of the organisation to satisfy training needs (such as gaining the experience required to achieve Charted Status). To facilitate accelerated professional development, these positions report to the Training & Mentoring Development Officer, in the People & Organisational Branch of the Finance & Business Strategy Group - as part of council's 'Generator Program':



Rotations may take place across the following Groups:

- **The Infrastructure Services Group**
  Responsible for the delivery of safe and sustainable transport and drainage networks

- **The Water and Waste Services Group**
  Operation of council's water and wastewater infrastructure and systems

- **The Planning and Development Group**
  Responsible for the urban and district development assessment, building compliance and land use planning services

Whilst on rotation is expected that you will work under direction in the performance of minor projects and activities associated with the provision of engineering services in local government. You will provide professional and technical support to the Manager, Principal Engineer and other officers as required.

Technical Requirements

Qualifications

- Completion of or substantial progression towards a Bachelor Degree in Engineering (Civil or Environmental) from a recognised University.
- Possession of a WHS Competency Card for CPCCOHS1001A – Work Safely in the Construction Industry or 30215QLD – Course in General Safety Induction (Construction Industry) or a willingness to obtain this card prior to commencement.
- Possession of a current "C" Class Manual Driver's Licence.

Skills and Competence

- Excellent organisational skills with the ability to apply a high level of knowledge and skills to achieve results in line with department goals.
- Demonstrated ability in establishing sectional/departmental works programs and procedures.
- Demonstrated time management skills including the ability to lead a team, set work program priorities, monitor workflows and establish outcomes to achieve departmental/ Council's goals.

- Excellent customer service skills with the ability to provide accurate timely advice in a helpful and supportive manner.
- Knowledge of departmental programs, policies and activities relevant to the work area.
- Demonstrated knowledge of the role of Council's structure and service.
- The ability to ensure all work is performed to meet safety legislative requirements and responsibilities of Council. This includes complying with all workplace instructions and procedures, using protective equipment provided and not placing any peoples' safety at risk by your actions.

Behavioural Requirements

Successful candidates should display the following traits:

- Good communication skills;
- Problem solving skills;
- Excellent customer service skills;
- Team work;
- Interpersonal skills;
- Motivated;
- Commitment to safe work practices;
- Personal character strengths of trust, respect, integrity, continuous improvement.

Organisational Cultural Fit

The successful candidate will contribute towards 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 encourage formal and informal learning and knowledge sharing with Branch and Group colleagues.

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 ongoing learning, continuous improvement and quality management and take pride in providing customers with the best possible service and value for money. They will embrace the principles of risk based management and be committed to the development, implementation and maintenance of such systems.

Career Fit

The role will provide an opportunity to develop their skills and the challenge to extend their abilities, work under direction to complete minor projects as required, and to gain experience in investigations, design, project management, construction and maintenance, asset management, water operations, planning operations and other activities associated with the provision of engineering services in local government.

This role will provide an opportunity to extend their technical skills and knowledge, and gain first hand experience of engineering services in local government.