

Position Description

Senior Engineer Public Domain

Division	City Services
Business Unit	City Infrastructure and Traffic Operations (Public Domain Section)
Grade/Band	Band 6
Date position description approved	23 February 2021

Council overview

At the City of Sydney our people are our most important asset and central to achieving our exciting and ambitious Sustainable Sydney 2030-2050 Continuing the Vision – developing a green, global and connected city. The City of Sydney works to build socially sustainable communities that support a more inclusive Sydney – a city that is also more connected, liveable and engaged.

From our high-quality facilities to local services and initiatives, we are dedicated to delivering the best city environment for business, work, living and recreation.

Council values

Our people are custodians of public trust and confidence. In recognising this, we are committed to building a high performing culture built on the values of collaboration, courage, integrity, innovation, quality and respect. These six core values guide everything we do at the City.

Primary purpose of the position

The Senior Engineer - Public Domain coordinates the delivery of renewed and new assets by private developers and State Government agencies on City owned land and land to be dedicated to the City, for betterment of the City and the community. Ensuring the assets delivered are of high quality and meet the City's policies, codes and standards.

Key accountabilities

- Supervise construction on public roads by private developers and State Government agencies to ensure delivery of high-quality assets and compliance with approved plans, specifications and standards;
- Apply the City's policies, codes and standards in the review and assessment of applications for works and structure on public roads as part of the development assessment and works on public way process;
- Represent the City as Certifying Authority for civil and infrastructure and public domain works;

- Provide a high standard of documentation / information on the assets delivered by private developers and State Government agencies to the City's asset owners and stakeholders;
- Work collaboratively with and coordinate responses from City's assets owners and internal and external stakeholders on proposed development on public roads;
- Advise and support internal and external customers with general enquires and provide technical advice with respect to civil, stormwater, drainage and on the effects of proposed development and in and on the public domain;
- Contributes to the strategy of improving public spaces, asset management and meeting the City's sustainability targets.

Key challenges

- Delivering accurate and consistent work within a high-volume environment;
- Overseeing a large, varied, complex and unpredictable workload of public domain projects concurrently to meet tight and often conflicting timeframes;
- Effectively dealing with conflicting objectives, requirements and needs in the delivery of assets within the public domain;
- Establishing and maintaining effective partnerships with multiple stakeholders and consulting effectively to deliver quality assets;

Key relationships

Who	Why
Internal	
Manager	<ul style="list-style-type: none"> • Receive advice and report on progress towards business objectives and discuss future directions • Provide expert advice and contribute to decision making • Identify emerging issues/risks and their implications and propose solutions
Public Domain Team	<ul style="list-style-type: none"> • Support, inform, provide advice on projects to other team members • Lead discussions and decisions when lead for public domain projects and support lead when secondary officer for projects
Asset Owners (Technical Services, City Planning, Infrastructure Management, Parks, Trees,	<ul style="list-style-type: none"> • Support and inform on projects and assets delivered through public domain projects to the City's asset owners • Receive advice and support on technical specifications for City Assets
Stakeholders (Customer Service, VPA, City Properties, Design, Technical Services, City Planning, Infrastructure Management, Parks, Trees, City Properties, Health & Building, construction regulations)	<ul style="list-style-type: none"> • Provide expert advice on a range of project related issues and strategies • Optimise engagement to achieve defined outcomes • Manage expectations and resolve issues • Collaborate and receive expert advice

Who	Why
External	
Stakeholders	<ul style="list-style-type: none"> Engage in, consult and negotiate the development, delivery and evaluation of projects Provide expert advice Manage expectations and resolve issues
Vendors/Service Providers and Consultants	<ul style="list-style-type: none"> Communicate needs, facilitate routine business transactions and resolve issues Manage contracts and monitor the provision of service to ensure compliance with contract and service agreements

Key dimensions

Decision making

The incumbent has the authority to take any reasonable steps to ensure that the smooth flow of operations is maintained providing the actions are consistent with the responsibilities of the position and subject to any limitations, corporate policies, procedures or safe work method statements.

All employees have the power to stop work in circumstances that are deemed an immediate risk to health and safety until a satisfactory resolution is agreed / implemented. Such circumstances may include life threatening situations or those that could result in loss of limb or other significant lost time injury.

Reports to

Area Manager - Public Domain

Number of indirect reports

Nil

Essential Knowledge, Skills & Experience

1. Tertiary qualifications in a relevant field such as civil or stormwater engineering, or relevant qualifications or equivalent relevant experience;
2. Highly developed technical skills including the ability to read and analyse design and technical plans and specifications for public domain works;
3. Demonstrated experience in one or more of the following:
 - project coordination / project management of design and construction projects relevant to the public domain such as streetscape improvements, landscaping, civil engineering, stormwater or other infrastructure works;
 - design and documentation of projects relevant to the public domain such as; streetscape improvements, landscaping, civil engineering, stormwater or other infrastructure works;
 - construction of public domain works, including site supervision and certification, and an understanding of related construction costs;
4. Sound problem solving and decision-making skills, including experience working in design and / or construction related activities to resolve conflicting issues; and
5. Demonstrated time management skills, including the ability to effectively manage competing priorities and interests.

Capabilities for the position

The City's capability framework outlines the capabilities everyone needs to work well in their role. They are expressed as behaviours that show expected knowledge, skills and our values. There are capabilities for **employees** and managers which provide clarity, common language and consistency.

Capability Group	Capability Name	Level
Personal attributes	Act with Integrity and Courage	Adept
	Demonstrate Accountability	Intermediate
	Manage Self	Intermediate
	Display Resilience and Adaptability	Adept
Relationships	Work Collaboratively	Intermediate
	Communicate and Engage Respectfully	Adept
	Community and Customer Focus	Intermediate
	Influence and Negotiate	Intermediate
Results	Deliver Quality Results	Intermediate
	Create and Innovate	Intermediate
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Adept
Resources	Finance	Foundational
	Technology and Information	Foundational
	Assets and Tools	Foundational
	Procurement and Contracts	Foundational

Focus capabilities

The capabilities in bold are the focus capabilities for this position. The focus capabilities are those judged to be most important at the time of recruiting to the position. That is, the ones that must be met at least at a satisfactory level for a candidate to be suitable for appointment.

Group and Capability	Level	Behavioural Indicators
Personal Attributes Act with Integrity and Courage	Adept	<ul style="list-style-type: none"> • Acts honestly, ethically and with discretion and encourages others to do so • Sets a tone of integrity and professionalism with customers and the team • Supports others to uphold professional standards and has the courage to report inappropriate behaviour • Respectfully challenges behaviour that is inconsistent with organisational values, standards or the code of conduct • Consult appropriately when issues arise regarding misconduct, unethical behaviour and perceived conflicts of interest

Demonstrate Accountability	Intermediate	<ul style="list-style-type: none"> • Follows through reliably and openly takes responsibility for own actions • Understands delegations and acts within authority level • Is vigilant about the use of safe work practices by self and others • Is alert to risks in the workplace and raises them to the appropriate level
Relationships Work Collaboratively	Intermediate	<ul style="list-style-type: none"> • Encourages an inclusive, supportive and co-operative team environment • Shares information and learning within and across teams • Works well with other teams on shared problems and initiatives • Looks out for the wellbeing of team members and other colleagues • Encourages input from people with different experiences, perspectives and beliefs • Shows sensitivity to others' workloads and challenges when asking for input and contributions
Influence and Negotiate	Intermediate	<ul style="list-style-type: none"> • Builds a network of work contacts across the organisation • Approaches negotiations in the spirit of cooperation • Puts forward a valid argument using facts, knowledge and experience • Asks questions to understand others' interests, needs and concerns • Works with others to generate options that address the main needs and concerns of all parties
Results Deliver Quality Results	Intermediate	<ul style="list-style-type: none"> • Takes the initiative to progress own and teamwork tasks • Contributes to the allocation of responsibilities and resources to achieve team/project goals • Consistently delivers high quality work with minimal supervision • Consistently delivers key work outputs on time and on budget
Think and Solve Problems	Adept	<ul style="list-style-type: none"> • Draws on numerous sources of information, including experience, when facing new problems • Demonstrates an understanding of how individual issues relate to larger systems • Makes appropriate recommendations based on synthesis and analysis of complex numerical data and written reports • Uses rigorous logic and a variety of problem-solving methods to develop workable solutions • Anticipates, identifies and addresses risks and issues with practical solutions • Leads cross team/unit efforts to resolve common issues or barriers to effectiveness