

CHARTERS TOWERS
REGIONAL COUNCIL

Application Information Kit

Principal Engineer





Message from the CEO

Charters Towers is an exciting place to be at the moment with unparalleled development activity and projects underway, together with associated community building.

Coupled with this, Council has a unique opportunity to support our people and our organisation by articulating a clear vision, developing a positive and nurturing culture, and articulating purpose and priorities.

My leadership ethos is based on the following key aspirations:

- Communication – you will be committed to clear, concise, and honest communication with all staff and Councillors as well as being a good listener.
- Empowerment – you will be willing to let go of the reins and empower your teams to excel at what they do best while providing advice, support, and removing barriers.
- Caring Culture – you will create an environment where everyone's opinion is valued and heard and will put health, safety, and happiness first.

- Continuous Improvement - you will always be looking to improve the way we do things and provide opportunities for cross-team collaboration to achieve change over time.
- Ethics and Integrity – you will demonstrate strong moral principles such as respect, impartiality, social responsibility, transparency, and honesty.

If you believe that you would thrive, add value and contribute to this vision for our organisation, I encourage you to apply for this role.

Thank you for considering this opportunity.



Martin Drydale
Chief Executive Officer



Our Organisation

Charters Towers Regional Council

Seven (7) Councillors are elected to represent the Charters Towers community.

In March 2024, Councillors Kate Hastie, Alan Barr, Kim Farmer, Graham Lohmann, Steven Plant and Julie Mathews were elected for the Charters Towers region, with Cr. Liz Schmidt elected Mayor.

The Charters Towers Regional Council employs over 250 people, all of whom are involved in the delivery of our Corporate and Operational Plans.

The Executive Leadership Team (ELT) sits at the head of Council operations. The ELT is comprised of the Chief Executive Officer, Executive Manager Infrastructure Services, Executive Manager Corporate and Community Building, and Executive Manager Human Resources and Work Health and Safety.

Our Organisational Values

Our values encapsulate the transparent, community driven goals our Council embodies in its service delivery. They are:



Position Objective



Principal Engineer

This position is responsible for leading Council's Design and Delivery department providing expertise in engineering design, and delivery of, infrastructure projects across a wide spectrum of assets and portfolios.

This position will work closely with and provide high level support to the Executive Manager Infrastructure Services, Infrastructure Managers, Executive Leadership Team (ELT), Project Management Office (PMO), individual consultants, and contractors, to undertake the requisite design and delivery of infrastructure projects, both capital and operational, for Council.

This department is the central point for coordination, oversight and management of Councils Infrastructure design and delivery activities and projects

Key Responsibilities

- Design and deliver specific infrastructure projects in compliance with relevant legislation, regulation, standards, Council policy/procedure, etc. and generally within, but not limited, to the following service areas:
 - Road Network and Infrastructure
 - Water and Wastewater Network and Infrastructure
 - Council Facilities
 - Council Waste Service
 - Council Open Space
- Analyse and evaluate submitted engineering/development documentation to confirm compliance with relevant legislation, regulation, standards, Council requirements, etc.
- Manage efficient, effective, and customer focused delivery of services for the Design and Delivery department.
- Deliver high quality customer and community service including effective community and customer consultation, developing a clear understanding of community and customer needs and emerging issues.
- Lead the Design and Delivery department and contribute to Directorate and Council-wide strategic management including strategic and operational planning, organisational and Directorate performance frameworks, and the development of appropriate policies and systems. Positively manage change and continuous improvement within the Design and Delivery department in the pursuit of innovation and creativity and excellence in service delivery.
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- Build a positive workforce environment and culture with a focus on performance and the building of workforce capability.
- Manage and deploy financial, human and asset resources to optimise Council's performance and meet the needs of the community.
- Represent and promote the Design and Delivery department, Directorate and Council within the community, business sector, other local authorities, government agencies and broader environment and build and maintain positive working relationships.
- Model the highest standards of personal and professional conduct and Council values and behaviours.
- Comply with Council's Workplace Health & Safety (WHS) Management System including; WHS policies, SWMS, procedures and lawful instructions or directions given in the workplace. Employees must comply with their obligations under the Work Health and Safety Act 2011. These obligations include reporting of injuries, incidents and hazards, not to wilfully injure yourself or someone else and wearing and maintaining personal protective equipment according to Council procedure. Officers also have obligations to ensure consultation takes place for issues and changes that may impact safety. Officers have a duty to exercise due diligence to ensure the organisation complies with the applicable laws.
- Comply with reasonable and lawful directives given in the workplace and undertake any other duties associated with the role, as reasonably directed and within the scope of the requirements of the role.



About this Role

- > **Employment Type:** Executive Contract - Full Time, Limited Tenure for up to five (5) years
- > **Location:** Charters Towers, QLD 4820

Employee Benefits

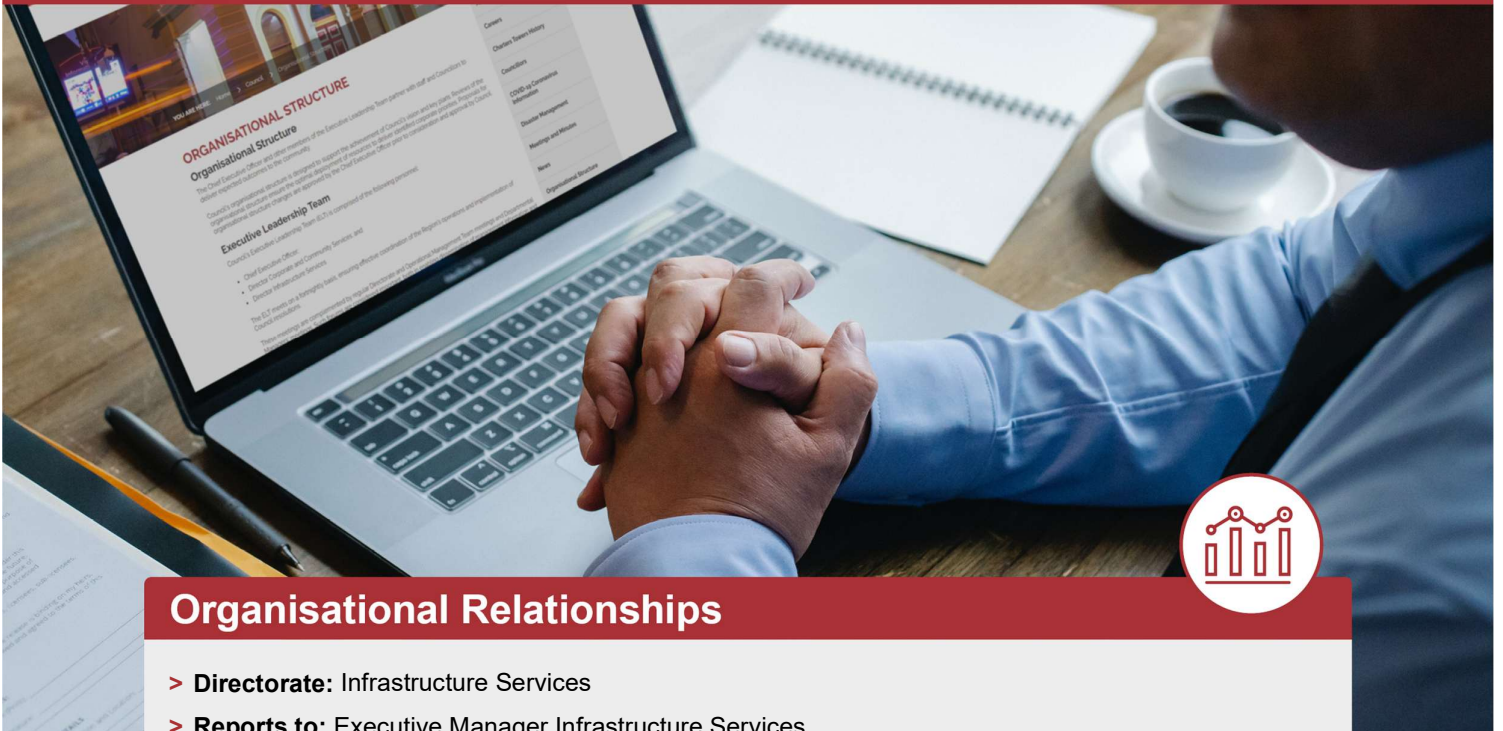
Remuneration

Total remuneration package up to the value of \$175,881 is available dependent on the skills, experience, and qualifications the successful applicant will bring to the role.

- > Base Salary - \$140,000
- > Motor Vehicle Allowance
- > Relocation Assistance
- > Salary Packaging
- > 12% Superannuation
- > 17.5% Annual Leave Loading

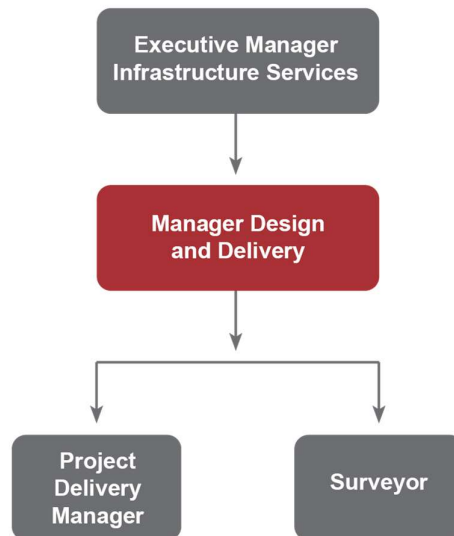
Conditions

- > 5 weeks Annual Leave
- > 15 days Personal Leave
- > Access to Employee Assistance Program (EAP)
- > Development & Training Opportunities
- > Council supplied mobile phone
- > Professional Association Membership



Organisational Relationships

- > **Directorate:** Infrastructure Services
- > **Reports to:** Executive Manager Infrastructure Services
- > **Directly supervises:** Project Delivery Manager, Surveyor



About You

The successful candidate will meet the following Position Requirements:

| Essential Knowledge, Skills, and Abilities |

- Successful experience in providing strong, decisive leadership and management in Design and Delivery relevant to one or more of the following:
 - Roads Infrastructure
 - Water and Wastewater Infrastructure
- Participate as an active member of Council's Management Leadership Team (MLT).
- Experience in developing a Department and contributing to Directorate and Council's strategic management including community needs analysis, strategic and operational planning, performance frameworks, and the development of appropriate policies and systems.
- Experience in implementing successful change and continuous improvement within a significant service delivery area pursuing innovation and excellence in service delivery.
- Experience in engaging the community and stakeholders to ensure future direction and needs are clearly defined and met providing excellence in customer service.
- Ability to provide effective workforce management with a focus on performance, building workforce capability, a strong positive work environment, and a workforce culture consistent with Council's vision, mission and strategy.
- Competence in the effective management of human, financial, physical and other resources to achieve Council's business objectives and to meet the needs of the community.
- Experience in representing and promoting a critical service delivery function within the community, business sector, other local authorities, government agencies and broader environment, and build and maintain positive working relationships.
- Plan, execute and complete programmes and projects relating to areas of accountability, within set timeframes.
- Prepare or provide input into the development of Design and Delivery department budgets. Monitor and advise Executive Manager on progress against budgetary expenditure in areas of financial responsibility.
- Responsible for making and keeping records in accordance with legislation, information standards, and other relevant guidelines and procedures, and ensuring records are captured in the authorised recordkeeping system.

| Essential Education/Qualifications/Licences |

- Tertiary qualifications in an Engineering field related to Civil Construction or Water & Wastewater.
- Professional membership to position related industry associations ie; RPEQ (desirable.)
- Possession and maintenance of a Queensland 'C' Class Driver Licence.

How to Apply

To submit an application for this position please email your cover letter detailing how you meet the position requirements as outlined above in the "About You" section and resume to careers@charterstowers.qld.gov.au.

Further Information

For further information please view the Position Description. For enquiries in relation to this vacancy, please email careers@charterstowers.qld.gov.au.

Closing Date

11:59pm Sunday, 27 April 2025

Late applications will only be accepted at the discretion of the Chief Executive Officer



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