



Civil Infrastructure Engineer

Section: Assets

Salary point: 15

Position number: PSC985

Last updated: March 2026

Position objectives

To manage civil assets projects from the initiation stage through planning, estimating, executing and completion ensuring that safety, environmental and quality management requirements are met. The position manages consultants and contractors performing work on behalf of Council.

PSC values



Respect: Creating a unique, open and trusting environment

Integrity: Being honest and taking responsibility for our actions

Teamwork: Working together as one Council to support each other

Excellence: Improving the way we work, to meet future challenges

Safety: Providing a safety focused workplace culture

Key responsibilities

- Project management of civil infrastructure projects to ensure compliance with legislative requirements and industry standards and codes of practice
- Management of contractors, including contract documentation preparation and project scoping for projects, maintenance, investigation, and service delivery
- Application of engineering judgement in investigation, analysis and resolution of complex infrastructure problems
- Effective liaison between Council and other stakeholders while undertaking complex operational works
- Manage Council's bridge inspections, and bridge maintenance program
- Collaborate with the Project Support team to provide estimates for civil infrastructure projects and grant applications.
- Represent Council in professional forums and committees, and maintain professional relationships with industry specialists to share knowledge and develop best practice methodologies.

- Collaborate with the Emergency management team and contribute to the investigation, scoping, delivery and business improvement of Council's Natural Disaster recovery programs.
- Management of the GeoSCADA remote operations software system for Council flood pump infrastructure.

Key accountabilities

- Responsible for providing technical & professional services/advice for civil infrastructure outcomes to internal & external clients/stakeholders, providing strategic advice that can affect the overall direction Council takes.
- Successful project management and delivery of effective, appropriate and conformant civil infrastructure within budgetary requirements.
- Preparation and implementation of business improvement and operational optimisation assets.
- The position may manage several major projects.
- Delivery of accurate and timely services/advice and reporting to internal and external customers and stakeholders.
- The position has substantial operational autonomy and delegations, and is expected to use engineering judgement to vary strategies and practices to meet changing requirements.

Extent of authority

The position is required to manage a number of key projects involving people and other resources, requiring project control and monitoring and co-ordination skills. Decisions are commonly made outside the scope of established procedures and guidelines based upon engineering principles. Tasks are performed with autonomy with occasional direction from the Senior Civil Infrastructure Engineer and Civil Assets Manager. Tasks influence the community through the application of technical skill or application of regulatory requirements.

Judgement and decision making

Work assignments regularly require the modification or adaptation of established systems or operating plans or the relating of precedent to new situations. This requires an amount of inventiveness to depart from or adapt accepted practices and procedures in order to determine an appropriate and effective course of action. Judgement and decision making are challenged by changing customer requirements, statutory requirements, market needs or technological demands requiring interpretation of operating policies in order to determine an appropriate and efficient course of action.

The position is required to manage projects/tasks which may require considerable interpretation, understanding, detail analysis and the development of solutions to problems.

The position is required to use discretion. Individuals are responsible for handling the complete civil works application process including critical analysis of information.

Skills, knowledge and capacity

Organisational

- Demonstrated commitment to a customer service culture and delivery of quality service.
- Demonstrated commitment to Australian Business Excellence principles.
- Proven effective Enterprise Risk Management
- Conduct that demonstrates to others Council's commitment to Respect, Integrity, Teamwork, Excellence and Safety
- Development, implementation and maintenance of up to date Council plans which integrate relevant Council policy, planning and decision making framework.

Interpersonal

- Strong ability to work independently and accept accountability and responsibility for actions as well as a comprehensive sense of initiative and self-motivation.
- Demonstrated ability to effectively complete tasks on time, within cost and to quality.
- Demonstrated high level communication skills, both verbal and written, with the ability to present concise and accurate reports and to convey Council's requirements and objectives.
- Demonstrated negotiation, innovative problem solving and conflict resolution skills with respect to people, technical details and political environment.
- Proven ability to interact tactfully and effectively with all levels of staff and the public while maintaining effective customer service and relationship management and to represent Council capably to customers.
- Demonstrated commitment to keeping abreast of contemporary and emerging technologies and best practices associated with the industry.

Qualifications and experience

- Degree in Civil Engineering or equivalent and proven experience in a related field.
- Advanced knowledge of civil construction principles, and civil assets.
- Demonstrated technical knowledge of geometric and pavement road design, drainage design, construction / maintenance processes and procedures.
- Experience in developing capital works programs and cost estimating of civil works.
- Experience in applying relevant legislative, statutory and industry standards in relation to civil construction.
- Demonstrated ability to prepare appropriately tailored technical reports and correspondence.
- Current Drivers licence.

Capability Framework level: Adept

Personal attributes	Relationships	Results	Resources	Workforce leadership
<ul style="list-style-type: none"> • Manage self • Displays resilience and adaptability • Act with integrity • Demonstrate accountability 	<ul style="list-style-type: none"> • Communicate and engage • Community and customer focus • Work collaboratively • Influence and negotiate 	<ul style="list-style-type: none"> • Plan and prioritise • Think and solve problems • Create and innovate • Deliver results 	<ul style="list-style-type: none"> • Finance • Assets and tools • Technology and information • Procurement and contracts 	<ul style="list-style-type: none"> • Manage and develop people • Inspire direction and purpose • Optimise workforce contribution • Lead and manage change

Position description approval

Employee

Date