

Position Title	Development Engineer
Department	City Assets
Unit	Infrastructure Services
Team	Development Engineering Services
Supervises	N/A
Reports To	Coordinator Development Engineering Services
Grade Range	Grade H
Date Prepared	5/07/2021
Date Last Updated	20/05/2022

Our Vision & Values: A leading organisation that collaborates & innovates



We are committed to **safety**



We work as one **team**



We act with **integrity**



We care about our **customers**



We **continuously improve**

Primary purpose of position

To assess development applications and supervise related construction works as required to minimise the impact on Council Infrastructure, ensure Councils standards are met and manage the impact on the community.






Accountabilities

- Assess engineering aspects of Subdivision Applications, Development Applications and Subdivision Works Certificates.
- Supervise civil construction works associated with subdivisions and large developments.
- Represent Council in Court Appeals on matters relating to Development Engineering at the Land and Environment Court of New South Wales.
- Provide advice to developers, Council, consultants, contractors and the public on development engineering matters such as stormwater and on site detention requirements, erosion control works, and vehicular access.
- Issue Subdivision Works Certificates for drainage, road and subdivision works.
- Ensure that appropriate amendments and conditions are imposed on applications to ensure a satisfactory engineering standard of development in accordance with Council's policies and Development Control Plans.
- Ensure that design of new infrastructure work is of a standard satisfactory to Council and is in accordance with sound engineering practice and that construction is in accordance with the approved plan.
- Prepare reports to Council on engineering matters related to developments.
- Liaise with Public Authorities and Government Departments on matters relating to Developments.
- Conduct other duties as requested by the Coordinator of Development Engineering Services and/or Manager of Infrastructure Services.

Position capabilities and level

Below is the full list of capabilities and the level required for this position. The capabilities in bold are the focus capabilities for this position. Refer to the next section for further information about the focus capabilities.

Capability Profile – Senior Technical/ Professional Specialist

Capability Group	Capability Name	Level
 Personal Character	Lead Self	Advanced
	Display Resilience	Adept
	Act with Integrity	Advanced
	Safety and Accountability	Advanced
 Relationships	Communicate and Engage	Adept
	Customer and Community Focus	Adept
	Work Collaboratively	Advanced
	Influence and Negotiate	Adept
 Results	Plan and Prioritise	Advanced
	Think and Solve Problems	Adept
	Innovate and Improve	Advanced
	Deliver Results	Advanced
 Resources	Finance	Adept
	Assets and Tools	Adept
	Technology and Information	Adept
	Procurement and Contracts	Adept
 People Leadership	Manage and Develop People	N/A
	Inspire Direction and Purpose	N/A
	Optimise Workforce Contribution	N/A
	Lead and Manage Change	N/A

Focus Capabilities

The focus capabilities for the position 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 satisfactory level for a candidate to be suitable for appointment.

CBCity Capability Framework - Focus Capabilities

Group & Capability	Level	Behavioural Indicators
Personal Character		
Act with Integrity	Advanced	<ul style="list-style-type: none"> • Models ethical behaviour and reinforces it in others • Represents the organisation in an honest, ethical and professional way and sets an example for others to follow • Promotes integrity, courage and professionalism inside and outside the organisation • Monitors ethical practices, standards and systems and reinforces their use • Proactively addresses ethical and people issues before they magnify
Results		
Think and Solve Problems	Adept	<ul style="list-style-type: none"> • Draws on numerous sources of information, including past 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
Relationships		
Influence and Negotiate	Adept	<ul style="list-style-type: none"> • Builds a network of work contacts/relationships inside and outside the organisation • Approaches negotiations in the spirit of maintaining and strengthening relationships • Negotiates from an informed and credible position

		<ul style="list-style-type: none"> • Influences others with a fair and considered approach and sound arguments • Encourages others to share and debate ideas
Personal Character		
Display Resilience	Adept	<ul style="list-style-type: none"> • Is flexible, showing initiative and responding quickly to change • Accepts changed priorities and decisions and works to make the most of them • Gives direct and honest feedback/ advice • Listens when challenged and seeks to understand criticisms before responding • Raises and works through challenging issues and seeks alternatives • Stays calm and acts constructively under pressure and in difficult situations

* Focus Capabilities are those judged to be the most important at the time of recruiting to the position. The mix of “focus” capabilities can change over time, reflecting changing work priorities and current team strengths.

Delegations

Decisions associated with this position are to be made in accordance with the Delegations of Authority (Policy186) approved by the General Manager.

Code of Conduct

All staff are required to adhere to the Code of Conduct (CP25).

Work Health & Safety

All staff are required to adhere to Council’s WHS&E Responsibilities and Authorities document (REF229) and associated policies and procedures.

Records Management

All staff are required to comply with Council’s Records and Information Management policies, procedures and guidelines.

Qualifications and Experience

Essential Qualifications

- A tertiary qualification in Civil Engineering or a related field.

Essential Experience

- Experience in engineering aspects of land development, including civil engineering design and construction associated with urban development in relation to roads, drainage and traffic.

- Experience in managing the erosion and sediment control and traffic management around construction sites.
- Knowledge and application of the Environmental Planning & Assessment Act, 1979 and other relevant legislation as it relates to development engineering matters.
- Development control experience in relation to the assessment of Development Application and Construction Certificate matters.
- Knowledge of Civil Engineering computer software including relevant programs for hydrology and hydraulics.
- Experience in applying flood management and water quality principles associated with land management and development.
- Some negotiation, analytical and problem solving skills.
- Some interpersonal, written and verbal communication skills.
- Knowledge of Engineering standards, DCP adopted and applicable Council policies.

Desirable Qualifications and or Experience

- Previous experience in Land Subdivision Application assessments and/or Subdivision Works Certificate assessments.
- Post graduate engineering qualifications or other relevant qualifications.
- Eligible for corporate membership of the Institution of Engineers Australia.
- Current knowledge and understanding of trade related issues, current trends and industry best practice and development.

HUMAN RESOURCES USE (SELECT YES OR NO)	YES	NO
Does this position fall under the definition of child related employment?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does this position require incumbent to undergo criminal reference check?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does this position require incumbent to demonstrate good driving Licence class required: C Class Drivers Licence	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Will incumbent need to make disclosure of pecuniary interest?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Could there be a conflict of interest with secondary employment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>