

Position Title	Graduate Development Engineer
Department	City Assets
Unit	Infrastructure Services
Team	Development Engineering Services
Supervises	N/A
Reports To	Coordinator Development Engineering Services
Grade Range	Grade D
Date Prepared	11/08/2022
Date Last Updated	15/08/2022

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.
- Section 68 of the Local Government Act and Road Act permit assessments and approvals.
- 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 – Labourer/ TAG

Capability Group	Capability Name	Level
 Personal Character	Lead Self	Foundational
	Display Resilience	Foundational
	Act with Integrity	Foundational
	Safety and Accountability	Foundational
 Relationships	Communicate and Engage	Foundational
	Customer and Community Focus	Foundational
	Work Collaboratively	Foundational
	Influence and Negotiate	Foundational
 Results	Plan and Prioritise	Foundational
	Think and Solve Problems	Foundational
	Innovate and Improve	Foundational
	Deliver Results	Foundational
 Resources	Finance	Foundational
	Assets and Tools	Foundational
	Technology and Information	Foundational
	Procurement and Contracts	Foundational
 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	Foundational	<ul style="list-style-type: none"> • Is open and honest • Tells the truth and admits to mistakes • Follows the code of conduct, policies and guidelines • Has the courage to speak up and report inappropriate behaviour and misconduct
Results		
Think and Solve Problems	Foundational	<ul style="list-style-type: none"> • Finds and checks information needed to complete own work tasks • Breaks down information and issues into component parts • Thinks through the options available and checks his/her suggested approach • Refers complex issues and problems to a manager/ supervisor
Relationships		
Influence and Negotiate	Foundational	<ul style="list-style-type: none"> • Helps find solutions to problems he/she raises • Uses facts and sound reasoning to make a case

		<ul style="list-style-type: none"> • Listens to understand others' interests and needs • Is tactful when disagreeing or proposing a different approach or outcome • Works towards mutually satisfactory outcomes
Personal Character		
Display Resilience	Foundational	<ul style="list-style-type: none"> • Adapts to changing work tasks and environments • Is open to new ways of doing things • Stays calm in difficult situations • Does not give up easily when problems arise • Asks questions and offers own opinion

* 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 type="checkbox"/>
Does this position require incumbent to undergo criminal reference check?	<input type="checkbox"/>	<input 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 type="checkbox"/>
Could there be a conflict of interest with secondary employment?	<input type="checkbox"/>	<input type="checkbox"/>