



Position Description – Senior Project Manager – Major Projects

Position:	Senior Project Manager – Major Projects
Band:	Band 8
Position Number:	10099
Business Unit:	Major Projects
Directorate:	Community Infrastructure

Name of Occupant	Vacant
Date Approved	14/05/21
Approved By	Manager Major Projects

Position Objective

To lead the planning and delivery of major capital works projects across a variety of disciplines to ensure quality outcomes and best value delivery of major projects that meet Council and community expectations within the budget available. The incumbent will manage projects from an idea through to maintenance handover. The focus of this role is on multi-million-dollar buildings and facilities however this will vary depending on what major projects Baw Baw Shire is undertaking. Major projects may be determined by their cost, complexity or impact on the community.

Provide coaching and mentoring to other team members within the Major Projects team and to other staff as required to support that Council's Major Projects are delivered to the highest standards and staff capacity and capability is enhanced through continuous improvement.

Key Responsibility Areas

The following are the key responsibility areas for the position:

- Lead the planning and design management for allocated major projects to a 'shovel ready' state. This will include undertaking feasibility studies, funding applications, initial stakeholder engagement, site investigations and surveying, thinking through construction considerations, investigation of alternative options, the development of cost estimates, multi factored analysis to determine option preferences as well as managing the development of preliminary designs.

- Planning and leading engagement for major projects. This will include stakeholder identification, the development and implementation of comprehensive engagement plans, an ability to build strong and respectful relationships across a broad range of key stakeholders, having a strong political awareness and reporting to Council about community engagement processes.
- Managing the design, procurement, delivery and handover of major projects. This will include design reviews with internal and external stakeholders, managing planning and building permit processes and other statutory approvals, managing best practice procurement processes, managing third party documentation reviews, the development of contracts in collaboration with the procurement team, site supervision during construction, managing the defects liability period through to handover as well as encouraging cross organisation involvement to ensure the project outcomes are achieved before final completion is reached.
- Influence outcomes and provide solutions to enhance the overall project outcome throughout all stages of the project using advanced negotiation skills
- Managing and administering contracts. This will include having a comprehensive understanding of contract management principles (particularly for AS4000, AS4902, AS4122 contracts), engaging specialist consultants and contractors, day to day contract administration in accordance with the relevant contract and performing the role of Superintendent's Representative for allocated contracts.
- Take a lead role within the Major Project's team to guide contractor OHS management to ensure compliance with Council policies, legislation and codes of practice as well as seeking external advice where required.
- The provision of excellent technical knowledge. This will include an understanding of the relevant infrastructure and building standards and codes, knowledge about best practice construction techniques and materials, the development of accurate cost estimates, the development of comprehensive project plans, an appreciation for options relating to procurement as well as preparing and/or clarifying engineering advice to Council, consultants and contractors.
- Write high quality reports for Council briefings and meetings, asset handover reporting, presentations and updates to key stakeholders, monthly Capital Works progress and financial reporting, Council Plan initiative reporting as well as work relating to meeting the requirements of related funding agreements with other levels of government.
- Track project costs against forecasts and ensure budget reporting is timely and accurate.
- Contributing towards the continuous improvement of the Major Projects team and Community Infrastructure directorate. This will include proactive development of business improvement opportunities, delivering assigned activities from the annual business plan as well as leadership in improving Council's Major Projects Framework.
- Excellent customer service to both internal and external stakeholders.
- Manage any assigned staff in the Major Projects team to facilitate their personal and professional development including managing recruitment processes where necessary.

- All other duties and additional tasks as directed, appropriate to the expected skills and abilities of a position at this level.

Organisational Relationships

Reports to:	Manager Major Projects
Supervises:	N/A
Internal Liaisons:	A broad range of staff and teams including customer service, strategic planning, communications, infrastructure maintenance, asset management, civil asset planning, procurement, Councillors as well as the Executive team.
External Liaisons:	Residents, ratepayers and groups in the community, contractors, consultants, other levels of government as well as service authorities.

Commitment to Culture

Baw Baw Shire Council is committed to creating a culture first environment that actively promotes and demonstrates above the line behaviours.

We will strive to be:

Optimistic - about our organisation's future and our ability to deliver quality services and projects to benefit our community.

Pragmatic - by resolving issues and making the best possible use of our time, effort and resources.

Respectful - of ourselves, our Council and of the diverse views and perspectives of our community.

Supportive - by valuing our team members, empowering them to be successful in their roles and investing in their growth and development.

Authentic - by undertaking our work in an open, honest and transparent manner.

Commitment to Safety

Baw Baw Shire Council has made a committed to increasing our safety performance. A high performing safety culture is created by empowering all Councillors, Employees and Volunteers to be accountable to our ThinkSAFE approach.

Our expectation is that you will **Think, Stop, Assess, Foresee and Evaluate hazards and risks** in all you do to achieve our overall goal of creating a safe work environment.

Qualifications and Experience

The qualifications and experience required for the position include:

- A tertiary qualification in Engineering, Construction Management, Architecture or other relevant discipline
- Demonstrated extensive experience in managing the delivery of large infrastructure projects
- Experience in leading complex stakeholder engagement
- A current Victorian driver's licence
- A satisfactory Criminal Record Check

Key Selection Criteria

1. Qualifications and experience as above.

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2. Relevant technical expertise.
3. Demonstrated contract management ability.
4. Strong communication and stakeholder management skills.
5. Demonstrated commitment and ability to work collaboratively within a team.

Accountability and Extent of Authority

The position's accountability and extent of authority will be as follows:

- Responsible for managing budget and resources where freedom to act is governed by broad goals and policies.
- Develop, interpret, and implement policy.
- Accountable for procurement and contract management of contractors and consultants and ensuring that work is completed within agreed time frames, budget and to the quality required.
- Ensure appropriate engineering standard is maintained in design and construction.
- Ensure safe work practices through thorough OHS management.
- Accountable for leading best practice community consultation and stakeholder engagement in accordance with the IAP2 Public Participation Spectrum for major projects as well as assisting others to do the same for their projects.
- Accountable for ensuring all records and files are appropriately stored and maintained with up to date information.
- Accountable for maintaining registration (as required) in accordance with the Professional Engineers Registration Act 2019.

Judgement and Decision Making

Judgement and decision-making skills required for the role include:

- Providing expert analytical and independent judgement when problem solving and in policy development.
- Independently operate with minimal supervision and receive only limited direction in the day to day functioning of the department.
- Proactive ability to identify opportunities for process improvement and engage staff and stakeholders in the development of improved work practices.
- Role model and identify improvements for a safe and healthy working environment in relation to JSAs and organisational policies, acting safely at all times as well as ensuring the team and contractors have appropriate OHS systems in place appropriate for the work being undertaken.

Specialist Skills & Knowledge

The skills and knowledge required to perform the duties of the position include:

- Well-developed understanding of the organisation's goals and objectives and the interpretation of these into departmental function.
- Technical knowledge enabling the design and construction of fit for purpose buildings and facilities as well as other Council related infrastructure.
- Technical knowledge and basic skills relating to engineering survey.
- Expert knowledge of best practice community consultation and stakeholder engagement in accordance with the IAP2 Public Participation Spectrum.
- Well-developed and understanding and knowledge of best practice project management and contract development
- Expert knowledge of how public authorities and other key stakeholders can influence project delivery.

- Knowledge of relevant infrastructure standards and codes, legal principles in relation to projects
- Knowledge and understanding of general and how they apply to day to day situations.
- A sound understanding and awareness of the impacts of the political environment

Management Skills

The required management skills include:

- Planning, managing and prioritising one's own work to ensure business and strategic objectives are achieved.
- Coaching and development of subordinates or employees to achieve their goals and business objectives

Interpersonal Skills

The required interpersonal skills include:

- Ability to expertly persuade and negotiate with key internal and external stakeholders to achieve positive community outcomes
- Well-developed ability to coach, lead, motivate and develop team members.
- High level of oral and written communication skills.

ACCEPTED for and on behalf of the **EMPLOYEE**

[acceptance_status]

Acceptance of Employee

[candidate_name]

Name of Employee

[acceptance_date]

Date