

# Road Asset Engineer

## Role purpose

To support the coordination and undertake road asset management, road project planning, maintenance and management activities, with a focus on meeting the needs of internal clients while ensuring the sustainability of Council's roads infrastructure.

## Role overview

<b>EA and Classification</b>	Hobart City Council Enterprise Agreement 2021 Municipal Officer Level 4
<b>Position Description Number</b>	5755
<b>Number of direct reports</b>	0
<b>Responsible for total staff</b>	0
<b>Delegations and Authority</b>	Nil
<b>Budget level</b>	Nil
<b>Division, Unit, Team</b>	City Enablers Division, City Infrastructure Unit,
<b>Immediate Manager</b>	Senior Engineer Road Assets



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# Role accountabilities Key result areas

## Strategic

- Develop specifications/briefs for road asset investigations and data collection purposes, and manage internal or external providers for the safe delivery of required outcomes.
- Scope, estimate and prepare all necessary documentation for review by the client of road capital renewal projects in accordance with agreed budget allocations and timelines.
- Ensure that the community levels of services are developed in conjunction with Council's Client/Service Custodians, and appropriately translated into technical levels of service within related operational documents.
- Manage and/or undertake inspections and assessments against standards to ensure that Council roads meet all operational and legislative requirements.
- Periodically review the register of road asset types aligned with the roads portfolio for current suitability and accuracy of unit replacement rates and standard lives in support of renewal forecasting and asset valuations
- Monitor changes in road infrastructure technology in relation to road assets and derive modern equivalent replacement options with the aim of achieving the required levels of performance, sustainability and reliability at the lowest asset life cycle (whole of life) cost.

## Corporate

- Work closely with Council Client/Service Custodians to ensure that their requirements, including service standards and performance outcomes are met, and that they are regularly informed of progress on road asset management issues through regular meetings and reporting.
- Contribute information to support the preparation of the budget, unit plan and the Roads Asset Management Plan



## Unit

- Prepare reports in relation to road asset management and renewal project issues.
- Assist in the management of the Roads asset register.

## Qualifications, licences and competencies

### Essential

- Bachelor degree or higher in Civil Engineering (or equivalent qualification), coupled with at least moderate experience in the fields of road design, road construction and/or road maintenance
- Current Drivers Licence.

### Desirable

- Relevant post graduate qualifications specific to asset management and/or project management

# Selection criteria

## Knowledge and experience

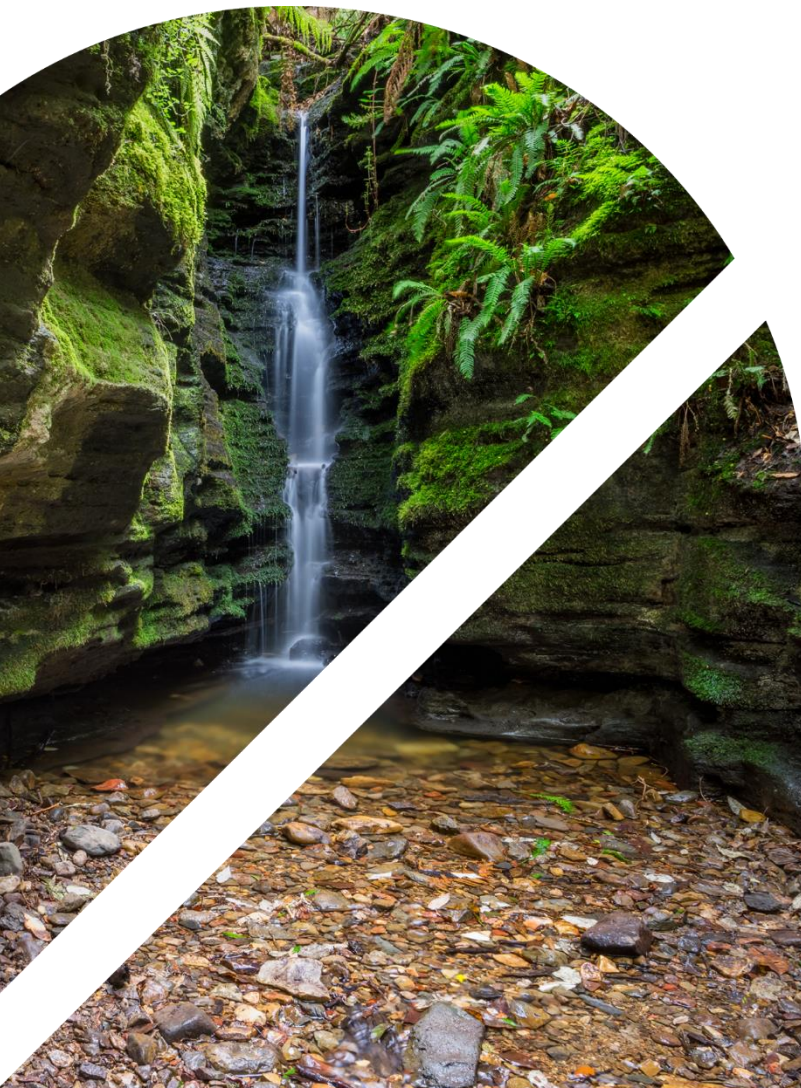
1. Knowledge or experience in using road asset condition criteria, assessment methodologies and determining road asset treatment options for all common types of civil road assets.
2. Knowledge of strategic road asset management planning and forecasting, along with knowledge of asset management information systems as a user and ability to extract and analyse data from such systems for modelling, forecasting and prioritising of works.
3. Knowledge of road pavement design, specifically relating to flexible pavements, granular pavements and deep lift asphalt pavements, along with aspects of geotechnical design related to road pavements including impacts and management of groundwater.
4. Demonstrated ability to prepare concept designs for roads and basic bridges, particularly in the urban context with numerous underground services, challenging traffic management issues and detailed stakeholder engagement requirements.
5. Ability to manage datasets, such that informed decisions can be made from the data.
6. Ability to prepare technical written reports suitable for senior management

### Skills and competencies

7. Utilising well developed communication and consultation skills to facilitate effective engagement with internal stakeholders

### Behavioural competencies

8. Actively demonstrates the expected behaviours described in the Behavioural Competency Framework.



## Behavioural Competency Framework

### Our Values

#### People

**Care about people – our community, customers and colleagues.**

- Considers people in all things we do.
- Values individual differences and diversity.
- Guides, mentors and develops people.
- Tailors communication to specific audiences.
- Actively listens to others and encourages feedback.
- Communicate with others respectfully.

#### Teamwork

**We collaborate both within the organisation and with external stakeholders drawing on skills and expertise for the benefit of our community.**

- Supports equal and fair treatment for all.
- Is seen as a team player and finds common ground in a respectful way.
- Seeks and provides feedback to improve working relationships.
- Actively looks for opportunities to share knowledge and utilise strengths.
- Works cooperatively to achieve shared objectives.
- Recognises others for their contributions and accomplishments.
- Gains and demonstrates trust and support for others through actions.

#### Focus and Direction

**Have clear goals and plans to achieve sustainable social, environmental and economic outcomes for the Hobart community.**

- Has a clear and specific understanding of what needs to be achieved.
- Actively participates in planning and provides feedback.
- Considers sustainable options.

## Behavioural Competency Framework

### Our Values

#### Creativity and Innovation

**Embrace new approaches and continuously improve to achieve better outcomes for our community.**

- Agile and continually looks for opportunities for Lean improvements.
- Stimulate passion and excitement to overcome problems.
- Follows ideas through to action, reflects and always seeks to do better.
- Demonstrates diverse thinking and embraces change.
- Encourages peers to do the same.

#### Accountability

**Transparent in all our dealings, work to high ethical and professional standards and are accountable for delivering outcomes for our community.**

- Follows through on commitments and encourages others do the same.
- Takes personal responsibility for own timely and quality activities.
- Designs feedback into work processes.
- Provides exceptional service to stakeholders and customers.





# Behavioural Competency Framework

## Operational

### Safe working practices

**Maintain a safe working environment.**

- Works safely and looks out for others.
- Drives responsibly and considers other road users.

### Policies and procedures

**Comply at all times with policy and protocol requirements.**

- Actively demonstrates compliance with the City's corporate policies.
- Provides support to others.
- Offers feedback on improvements or better practice.

### Legislative framework

**Works within legislative framework.**

- Takes responsibility for their own learning of the legislative environment in which they work.
- Seeks guidance and clarification of any uncertainties before acting.
- Works within any delegations and authorities.

### Risk management

**Take a risk management approach.**

- Actively adopts a proactive risk management approach.
- Fosters an environment where managing risk is accepted as the personal responsibility of each employee and encourages others to do the same.



## Judgement

**Identifies and acts on issues and develops quality solutions, setting high standards of decision making.**

- Always role models our values.
- Demonstrates rigor to make effective and quality decisions.
- Stands up and acts when issues arise with a sound and level-headed approach.
- Keeps informed of activities and evolutions in the broader business.

## Pre-employment checks

1. National Police check
2. Pre-employment Medical Assessment – Low Risk
3. Evidence of vaccination against COVID-19 or hold an approved exemption from the City

## Notes

- Regular checks of the validity and status of essential licences and registrations are undertaken during the term of employment.
- The employee is responsible for notifying any new criminal convictions during the course of their employment.
- The Registration to Work with Vulnerable People Act 2013 requires persons undertaking work in a regulated activity to be registered. A regulated activity is a child related service or activity defined in the Registration to Work with Vulnerable People Regulations 2014.

# prin- -cip les



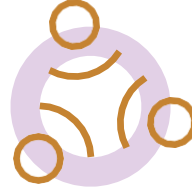
## Proud of our capital city role

We rise to the call of being the island state capital. We are city shapers, amplifying our industry, commerce and small business communities by attracting investment and services to support them.



## Focused on thriving

We are future proofed, not only doing our work well, but pursuing the work that makes a difference for our community.



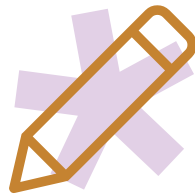
## Community-centered

It is easy for all of our community to work with us and they are central in how we design and do our work.



## Grounded in active governance + civic involvement.

We fulfil our legislative and civic responsibilities with transparency, accountability and fairness and we are equipped to do that well.



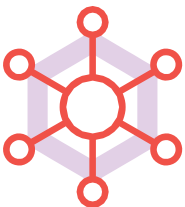
## Creative + impactful

We deliver value for money and work creatively to ensure positive outcomes for all our stakeholders.



## Leading from the heart

We acknowledge everyone is a leader. We are all accountable for building a positive, safe and caring culture for our organisation and the people in it.



## Integrated + Collaborative

Making whole-of-organisation decisions is easy and we work as one team to successfully deliver for the community.



## Scalable + Adaptable

We care for both our natural and built assets. We respond to our growing city and ongoing changes in our community and their expectations.

