



Position Profile

Manager Civil Engineering
CSD:CEB:MCE:#01

April 2024



Attaining Excellence Together



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CORPORATE ETHOS




Council's Mission Statement

"To work with the community in providing and facilitating the provision of services that enhance the quality of life of all Shire residents."

Our Commitment to the Community

We are a service organisation and will conduct ourselves accordingly. Our customers can reasonably expect the highest possible standards of service. Staff will make every effort to ensure that our response reflects our commitment to providing a quality service.

Key Themes

-  Working with the Community.
-  Quality service.
-  Enhancing quality of life of all.

To deliver on the key themes you, as a potential Council employee, are expected to behave in a certain manner. The expected behaviour is described in our Values Charter. The values in our charter are abbreviated by the acronym **STRIVE**.

The Values Charter requires that each employee of Council shall **STRIVE** to make a devoted effort towards Council's mission in the interests of the community in which we live.

Selflessness	To have concern for the welfare of others.
Teamwork	To encourage and support others.
Respect	To acknowledge and value others.
Integrity	To be truthful, open and transparent to others.
Vision	To be creative and forward thinking for the betterment of others.
Excellence	To embrace continual enhancement of our services to others.

All Council employees are invited to give their best efforts at all times and in return Council will endeavour to create the environment supportive of their aspirations.

The community's perception of Council, as an organisation, is predicated on the performance of each and every member of staff.

Through our commitment, dedication and cooperation, the community's expectations can be met and exceeded.





Selflessness

- 💡 Willingly participate within Council and extending yourself to help others.
- 💡 Undertaking critical self reflection for self improvement to assist others.
- 💡 Being attentive and client focused.
- 💡 Being aware of the contributions people make and the challenges they face.

Teamwork

- 💡 Encouraging and supporting your colleagues.
- 💡 Committing to and pursuing team goals by positive contributions to team activities.
- 💡 Being responsible for your contribution to effective team performance.
- 💡 Freely sharing information, knowledge and skills with your colleagues.
- 💡 Being open to the advice and opinions of others.
- 💡 Working together to achieve the corporate strategic direction and goals that will deliver the community's aspirations.

Respect

- 💡 Acknowledging and valuing the experience and contributions of others.
- 💡 Communicating and behaving in ways that maintain the self-esteem and dignity of yourself and others.
- 💡 Adapting your communication and behaviour to enhance the service delivery outcomes.
- 💡 Being aware and mindful of the implications for others when making decisions.
- 💡 Being respectful of people's views, beliefs and mannerisms.

Integrity

- 💡 Behaving in a truthful, transparent and open manner in all your dealings.
- 💡 Providing comprehensive, up to date and accurate information to others.
- 💡 Consistently work in accordance with organisational and professional codes of conduct, legislative requirements and established standards of practice and behaviour to achieve quality service delivery results.

Vision

- 💡 Being creative and forward thinking for the betterment of others.
- 💡 Being appreciative of feedback as an opportunity to learn and as a means to promote positive change.
- 💡 Being open, accepting and embracing of challenges and change.
- 💡 Persistently questioning what is and create what could be.

Excellence

- 💡 Proactively identifying and acting on opportunities for continuous improvement in all that we do.
- 💡 Utilising effectively internal and external partnerships that enables the enhancement of service delivery outcomes.
- 💡 Utilising resources in a responsible and flexible manner for the betterment of the community.
- 💡 Being committed to personal and professional growth through lifelong learning.
- 💡 Taking ownership for your own personal and professional development and encourage others to do the same.
- 💡 Consistently model the Council's Values Charter and associated behaviours.





BACKGROUND INFORMATION

The Inverell Shire was formed in July 1979 following the amalgamation of the Macintyre and Ashford Shires and the Inverell Municipality. The Shire is situated in the New England area of New South Wales and comprises an area of approximately 9430 square kilometres, including the towns of Inverell and Ashford, and the villages of Delungra, Yetman, Gilgai, Tingha, Bonshaw and Graman. The Shire extends from Georges Creek in the south to the Queensland border in the North and from Swan Vale in the East to Koloona and near Coolatai in the West. The Shire has an overall population of approximately 17,500 and the major town, Inverell, has a population of 11,000.

Relevant details about the Inverell Shire Council include the following: -

- Total Annual Expenditure - \$40 million
- Total Employees - 215

The Office of the Inverell Shire Council is located in Inverell, which is situated on the Gwydir Highway, approximately 65km west of Glen Innes in northern New South Wales. Inverell, known as the “Sapphire City”, is one of the world’s largest sapphire producing centres. The town is situated at an elevation of 590 metres, half way down the western slopes of the Great Dividing Range. The climate is dry with an average summer temperature of 28 degrees centigrade and an average of 18 degrees centigrade in winter. Winter mornings can be cold, but the days are mostly sunny and clear and there is very little wind influence.

The town of Inverell possesses an excellent shopping centre and the education facilities are of a very high standard. The town has very well developed sporting facilities that cater for a wide range of sports.





GUIDELINES FOR APPLICANTS

Thank you for expressing an interest in the advertised position with Inverell Shire Council. This organisation is an equal opportunity employer and as such, the following information is provided to ensure that all applicants clearly understand the requirements of the overall selection process.

Purpose of Position Profile

The Position Profile should be read carefully as it describes the requirements and duties of the position and forms the criteria for selection of the most meritorious applicant for the position.

Your Application

Applications can now be submitted online. Please visit the Council Employment Section at www.inverell.nsw.gov.au to complete your application.

Selection Criteria

Shortlisting for interviews is based on how well the information in your application meets the selection criteria. Therefore it is most important that your application addresses each of the selection criteria stated in the advertisement. A full resume on its own is not sufficient. Applications, which do not address the necessary criteria, may not be considered further.

Merit is the sole basis of selection and wherever possible, you are encouraged to cite evidence of your merit; don't simply state that you meet the requirements but give specific examples, which demonstrate how you meet the requirements.

The Interview

Should you be successful in obtaining an interview, ensure that you plan and prepare adequately.

You will be asked a number of questions to determine how well you meet the selection criteria for the position. Consequently, it is important that you be able to demonstrate your qualifications and skills. Bring any documents, examples, etc. that you consider may assist in this process.

It is important for applicants who are not currently employed by Inverell Shire Council that documentary evidence of qualifications is provided.

Reference Checks

Reference checks may be conducted for any applicants who are short-listed for interview. This information will be obtained from your referees. These people will preferably be your current or most recent supervisor and contact details should be included in your resume. If you have any objection to this action, your concerns should be raised in your application so that the Selection Committee can make alternative arrangements.

For clarification of any part of these guidelines, please contact Council's Workforce Services Coordinator, Stephen Jones by phoning (02) 6728 8288.





THE POSITION

Remuneration

Total remuneration package (TRP) will range from \$169,097.40 to \$174,647.40 gross before tax in accordance with qualifications and experience, and is detailed as follows:

TRP	Cash*	Super.	Vehicle
\$169,097.40	\$145,000.00	\$16,757.40	\$7,340.00
\$174,647.40	\$150,000.00	\$17,307.40	\$7,340.00

*Total Cash before tax

Conditions

Employment will be in accordance with the terms and conditions of the *Local Government (State) Award 2023* and *Offer of Employment*.

Hours of Work

Thirty-five hours per week, 8.30am – 4.30pm. However, the person will be required, from time to time, to work additional hours during periods of high workloads, to ensure deadlines are met.

Probationary Period

The appointment is subject to a probationary period of three (3) months.

Smoke Free Environment

Council provides a “smoke-free” work environment.

Education/ Training

Council encourages and supports employees to undertake appropriate training.

Medical

Council’s Recruitment and Selection Procedures include the completion of a medical examination. The medical examination includes a mandatory Drug Test. This examination is at Council’s expense, and you shall attend Council’s consultant doctor.

Applications

Applications close on Friday, 26th April 2024 at 4:30pm. Applications can now be submitted online. Please visit the Council Employment section at www.inverell.nsw.gov.au to complete your Application.

Interviews

Interviews for the position will be conducted week commencing 6th May 2024.

Recruitment Process

It is Council’s aim to complete the recruitment process and notify candidates of an outcome within four (4) weeks of the closing date, however this timeframe may be extended due to unforeseen circumstances. As a guide, the expected timeframe for the recruitment process for this position is as follows: -

Closing date: Friday, 26th April 2024;

Interview date: Interviews for the position will be conducted in week commencing 6th May 2024.

Pre-employment process (which includes Reference Checks and Medical): Week commencing 13th May 2024; and

Candidates notified of outcome: Week commencing 20th May 2024.





POSITION DESCRIPTION

PURPOSE OF THE POSITION:

The Manager Civil Engineering is responsible for the overall management and control of the Civil Engineering Services Branch in an operationally effective and efficient manner.

RESPONSIBLE TO:

Director Civil Services

RELIEVES:

Other staff as directed

STAFF MANAGEMENT:

Civil Services Branch staff.

BASED AT:

Administration Centre

SELECTION CRITERIA: ESSENTIAL

Qualifications & Licencing

- Degree in Civil Engineering or equivalent qualification, or extensive experience in a related field;
- Class C Drivers Licence;

Skills & Experience

- Experience in a range of civil engineering activities including road construction, asset maintenance, traffic management, structural works (bridges etc.), design and drainage;
- Demonstrated capacity to manage human and other resources to achieve identified outcomes;
- Experience in dealing with the public;
- Good planning, organisational, analytical and decision-making skills;
- Report writing skills;
- Ability to produce high quality work under pressure and meet deadlines;
- Knowledge of computer systems including familiarity with Word, Excel and the Internet;
- Ability to work with Council, governments/ government instrumentalities, private sector, professional bodies, community groups/ community, kindred organisations and industrial bodies;
- Extensive experience in preparing detailed estimates for projects;
- Well developed communication skills; and
- A demonstrated commitment to customer service.

SELECTION CRITERIA: DESIRABLE

Qualifications

- Completion of post graduate studies in management;
- SafeWork NSW General Construction Induction Card ('White Card');
- Prepare a work zone traffic management plan (PWZ) accreditation;

Skills & Experience

- At least 5 years experience in a related management role; and
- A thorough knowledge of Transport for NSW (TfNSW) funding programs for local government and previous experience implementing such programs.





KEY OPERATIONAL RESPONSIBILITIES:

Management and Control

- Management and control of the Civil Engineering Services Branch in a cost efficient and operationally effective manner to achieve the Civil Engineering Services Branch objectives.
- Provide Civil Engineering Services Branch input to the Civil Services Division Annual Operating Plan and Budget and implement as approved.
- Implement and report on the Civil Engineering Services Branch performance against the Annual Operating Plan and Budget.
- Prepare and implement Branch procedures, practices, standards, operating systems and marketing plans.
- Ensure security and custodianship of the corporation's assets under my control.
- Ensure appropriate communications, co-operation and co-ordination occurs:
 - intra organisation/ intra divisional
 - with appropriate external entities
- Supervise, co-ordinate and plan staff (natural working team) activities to achieve approved operating plan.

Operational Duties

- Receive jobs and obtain full understanding as to job objectives.
-
- Plan job(s) to meet time, cost and quality objectives.
-
- Implement job(s) and ensure adherence to operating practices and procedures.
-
- Identify variations to instructions and advise supervisor with recommendations.
-
- Identify and recommend opportunities for cost saving and/ or efficiencies in operation.
-
- Participate in and promote a positive public image of the corporation.
-
- Ensure harmonious and productive relationship exists between the Civil Engineering Services Branch and the Civil Engineering Services Branch client(s).
-
- Promote the corporation as a caring service provider.





- Section 7.4 of the Code of Conduct states that members of staff of Council must:
 - a) give their attention to the business of Council while on duty;
 - b) ensure that their work is carried out efficiently, economically and effectively;
 - c) carry out lawful directions given by any person having authority to give such directions;
 - d) give effect to the lawful decisions, policies, and procedures of the Council, whether or not the staff member agrees with or approves of them; and
 - e) ensure that any participation in political activities does not conflict with their primary duty to serve the Council in a politically neutral manner.

Key Responsibilities

- The Manager Civil Engineering is responsible for the following key functional activities:
 -
 - Maintenance of Civil Engineering Services assets;
 - Asset Management;
 - Workshop Management;
 - Risk Management Civil Engineering Services;
 - Weight of Loads and Heavy Vehicle Management;
 - Parks and Gardens;
 - Civil Infrastructure Capital Works Program;
 - Private Civil Works;
 - Quarry Management;
 - Customer Service;
 - Budget preparation and budget monitoring of Civil Engineering Services branch activities; and
 - Design Branch, including Survey and Soils.

Activities

- As approved and as appropriate, represent the Council and/ or the organisation to the media, to the community, and in relevant courts and forums.
- Act in accordance with any law (statutory or otherwise), rule or regulation applicable to Civil Engineering Services Branch, Civil Services Division.
- Overall management of Council's civil capital works program in consultation with Council's Operations Coordinator.
- Manage relationship with TfNSW including the funding programs with local government.
- Administration of the Roads to Recovery Program.
- Act as Council's Mines Manager under the Mines Inspection Act.
- Act as Local Emergency Management Officer (LEMO) or Deputy LEMO on the Local Emergency Management Committee (LEMC) and manage the associated operations.
- Coordinate Project Control Group meetings including pre planning and post construction.





- Be an active member of Council panels and committees as established from time to time and as required by the Director Civil Services.
- Establish, develop and maintain (as defined and as appropriate) operating systems, procedures, standards and controls relating to the functions of the branch.
- Maintain a close working relationship with Council's Operations Coordinator to ensure that all on-ground operations are conducted in an effective and efficient manner.
- Monitor civil infrastructure by formal and informal means and identify the need for works.
- Ensure that policies, procedures and practices are in place to provide a high level of customer service to residents of the Shire.
- Promote and ensure that all works carried out are in accordance with best practice, particularly in the areas of quality, environment and safety, and in accordance with approved plans, budgets and Council policies, and compliance with relevant legislation and Australian Standards.
- Establish, develop, maintain and manage Total Quality System (Risk, WHS and Environment) procedures and practices for Civil Services branch.
- Preparation and/ or modification of Standard Operating Procedures and Safe Work Method Statements for activities under Civil Engineering Services Branch control.
- Undertake preconstruction briefing sessions with the Operations Coordinator and identified Project Manager to communicate scope of works, quality, environmental and safety requirements and other information as required for the safe, effective and efficient completion of the project.
- Manage Council's Survey, Soils and Design functions.
- Preparation and monitoring of budget estimates for all work within area of responsibility.
- Undertake review (including an analysis of the costs) and benchmark performance at the completion of projects, implementing appropriate changes consistent with accepted best practice.
- Prepare reports as required by Director Civil Services and/ or Council/ committees.
- Maintain appropriate contact with governments/ government instrumentalities, private sector, professional bodies, community groups/ community, kindred organisations and industrial bodies.
- Perform safety and environmental audits at intervals required by Council's relevant risk management plans.





- Preparation of statutory documentation (fisheries permit applications etc) for projects as required.
- Keep abreast of professional/ management developments and trends.
- Liaise with Fleet and Workshop Coordinator to determine plant requirements.
- When required, preparation of funding submissions.
- Undertake consultation with parties wishing to temporarily close roads or conduct road related activities. This would include initial assessment, consideration of TfNSW requirements, calculation of associated costs, arranging preparation of traffic management plans, coordinating public notification and referring matter to Council's Local Traffic Committee if concurrence is required.
- Manage the movement of heavy vehicles throughout the Shire including assessment of routes, liaising with Council, TfNSW and the National Heavy Vehicle Regulator (NHVR), providing a contact point for industry representatives and determining any conditions associated with such.
- Work with Council's Assets Officer to ensure Council's asset management systems are robust and generate adequate information to base long term asset planning and decision making upon.
- Undertake final review and authorise cost estimates for construction and major maintenance projects.
- Ensure that the Director Civil Services is kept adequately briefed on the operations of the Civil Engineering Branch and is made aware of any matters of potential political sensitivity.
- Assess the training needs and evaluate the effectiveness of training undertaken by members of the Civil and Environmental Branch.
- Directly undertake customer service in a professional and courteous manner ensuring the rationale for Council decisions is clearly communicated.
- Evaluate and benchmark the efficiency and effectiveness of Council's civil operations with other kindred organisations and the private sector.
- Provide input to Council's integrated planning and reporting process.
- Provide input into recruitment and selection of staff.
- Liaise and work with other Council Managers to provide timely and productive outcomes in matters of an organisation wide interest.
- Carry out special projects as required by the Director Civil Services.
- Manage the assessment, augmentation and maintenance of Council's street lighting network including liaison with Essential Energy representatives.
- Mentor and foster the skill development of both the Works Engineer and the Project Engineer.
- Provide backup services for other Branches during absences/ staff shortages.





- Any other duty within skill range as required by the Director Civil Services.

OCCUPATIONAL HEALTH AND SAFETY RESPONSIBILITIES:

Responsibilities

Ensure all work is performed in accordance with Council's WHS Policy, procedures and legislation.

Take reasonable care for their own health and safety as well as that of others.

Demonstrate understanding of the WHS requirements associated with the position.

Report all identified hazards, accidents/incidents and near-misses to the manager/ supervisor.

Use and maintain all safety equipment and personal protective equipment (PPE) in accordance with relevant standards.

Knowledge of WHS and related legislation within scope of position description.

Performance Measures

- Compliance with Council policies and procedures.
- Knowledge and use of Safe Systems of Work.
- Use of WHS procedures and Safe Systems of Work.
- Participate in consultation and continual improvement measures.
- Training records.
- Hazard identification reports.
- Workplace inspection reports.
- PPE records.
- Knowledge and use of Safe Systems of Work.
- Attendance at training.

OTHER KEY CORPORATE RESPONSIBILITIES:

Customer Service

Promote a professional and positive image of Council. Take a pro-active approach to providing excellent customer service – to both internal and external customers.

Council's Policies and Procedures

Comply with all Council policies and procedures which are relevant to the position. Identify where these are out-of-date and where improvement is needed.

Performance of Duties

Council's Code of Conduct states that members of staff of Council must:

- give their attention to the business of the Council while on duty;
- ensure that their work is carried out ethically, efficiently, economically and effectively;
- carry out reasonable and lawful directions given by any person having authority to give such directions;





- d) give effect to the lawful decisions, policies and procedures of the Council, whether or not the staff member agrees with or approves of them; and
- e) ensure that any participation in political activities outside the service of the Council does not interfere with the performance of their official duties.

Equal Employment Opportunity

Comply with the requirements of the Anti-Discrimination legislation and Council's policies and procedures relating to EEO and Anti-Discrimination. Take appropriate action to ensure a harassment-free workplace.

Ethical Conduct

Take appropriate action to ensure a workplace free from corruption, maladministration and serious and substantial waste.

Environmental Protection

Comply with the requirements of legislation and Council's policies and procedures relating to environmental protection. Take appropriate action to ensure the protection of the environment.

Statutory Obligations

Ensure that all statutory obligations are met in an appropriate and timely manner and are applied fairly and impartially.

Teamwork

Support and promote teamwork through co-operation and communication.

Records Management

Ensure that all corporate records are fully and accurately captured and maintained, to comply with legislative requirements and business needs.





POSITION VACANT ADVERTISEMENT

INVERELL SHIRE COUNCIL
POSITION VACANT
MANAGER CIVIL ENGINEERING
POSITION NO: CSD:CEB:MCE:#01

Applications are invited for the position of **Manager Civil Engineering** based at Council's Administration Centre. The successful applicant shall be responsible for the overall management and control of the Civil Engineering Services Branch in an operationally effective and efficient manner.

Applicants should address the following selection criteria:

Essential:

Qualifications & Licencing

- Degree in Civil Engineering or equivalent qualification, or extensive experience in a related field;
- Class C Drivers Licence;

Skills & Experience

- Experience in a range of civil engineering activities including road construction, asset maintenance, traffic management, structural works (bridges etc.), design and drainage;
- Demonstrated capacity to manage human and other resources to achieve identified outcomes;
- Experience in dealing with the public;
- Good planning, organisational, analytical and decision-making skills;
- Report writing skills;
- Ability to produce high quality work under pressure and meet deadlines;
- Knowledge of computer systems including familiarity with Word, Excel and the Internet;
- Ability to work with Council, governments/ government instrumentalities, private sector, professional bodies, community groups/ community, kindred organisations and industrial bodies;
- Extensive experience in preparing detailed estimates for projects;
- Well developed communication skills; and
- A demonstrated commitment to customer service.

Desirable:

Qualifications

- Completion of post graduate studies in management;
- SafeWork NSW General Construction Induction Card ('White Card');
- Prepare a work zone traffic management plan (PWZ) accreditation;

Skills & Experience

- At least 5 years experience in a related management role; and
- A thorough knowledge of Transport for NSW (TfNSW) funding programs for local government and previous experience implementing such programs.

Employment will be in accordance with the terms and conditions of the *Local Government (State) Award 2023*. Total remuneration package (TRP) will range from \$169,097.40 to \$174,647.40 gross before tax in accordance with qualifications and experience, and is detailed as follows:

TRP	Cash*	Super.	Vehicle
\$169,097.40	\$145,000.00	\$16,757.40	\$7,340.00
\$174,647.40	\$150,000.00	\$17,307.40	\$7,340.00

*Cash salary before tax.





Enquiries in relation to the nature of the position may be made by speaking directly with Council's Director Civil Services, Justin Pay, on (02) 6728 8200.

Please submit your application online by going to the Council Employment Section at www.inverell.nsw.gov.au. Letters of application submitted online are to be addressed to the General Manager, and will close on **Friday, 26th April 2024 at 4:30pm.**

Council is an Equal Opportunity Employer and provides a smoke free work environment.

Inverell Shire Council
PO Box 138
INVERELL 2360

Brett McInnes
General Manager

