

# Position Description

## Maintenance Engineer



**Business Unit: Assets**

**Reporting to: Maintenance Engineering Manager**

### Position Purpose

To provide technical input into the execution, review and improvement of asset maintenance and asset management activities, systems and strategies, supporting the WaterNSW objective of achieving and sustaining safe, effective and efficient asset management outcomes.

### Key Accountabilities

1. **Safety:** ensure all activities are undertaken with the safety of our people as the number one priority and always role model safe behaviour.
2. **Values:** behave and make decisions in accordance with the WaterNSW Values at all times.
3. **Risk management:** actively engage in WaterNSW risk management processes including processes relating to safety, asset integrity and process integrity, ensuring risks are identified, understood, documented, and controlled.
4. **Asset life-cycle management:** actively engage in WaterNSW asset life-cycle management processes including the identification, initiation, planning and engineering of asset upgrades or refurbishments, whilst ensuring assets are managed in accordance with WaterNSW objectives and practises.
5. **Asset Management:** actively engage in WaterNSW asset management processes including the development and improvement of maintenance techniques, strategies and systems, ensuring maintenance work outcomes and systems are high quality, effective and efficient.
6. **Maintenance and project work:** actively engage in WaterNSW maintenance and project work management processes and work activities to ensure safe, high quality, effective and efficient (including in terms of costs and resource utilisation) work outcomes are achieved.
7. **Continuous Improvement:** actively engage in continuous improvement processes relating to the investigation of safety incidents, asset and process performance and reliability issues, ensuring root causes and contributing factors are identified and understood, and related improvements are realised.

8. **Auditing:** actively engage in WaterNSW auditing processes, including processes relating to the condition and operational integrity of assets, to ensure that the knowledge of asset condition and operational and maintenance expertise is maintained in accordance with WaterNSW and regulatory requirements.

## Key Challenges

- Achieving substantial improvements in safety performance whilst maintaining high levels of customer service, efficiency and effectiveness.
- Assets are maintained to ensure effective performance across all operational scenarios: normal water supply (where water is delivered to customers at the required quality and quantity), drought and flood.
- Maintaining effective working relationships with key customers, stakeholders and regulators.
- Providing effective maintenance solutions across a diverse range of assets of varying ages, conditions and levels of compliance with modern standards.
- Sourcing asset information from a range of information systems, some of which are under development.

## Significant Internal Relationships

Stakeholder	Purpose of Relationship
<ul style="list-style-type: none"> <li>• Regional Maintenance teams</li> </ul>	<ul style="list-style-type: none"> <li>• Work collaboratively to achieve common goals</li> <li>• Provide technical advice</li> </ul>
<ul style="list-style-type: none"> <li>• Asset Planning Team</li> </ul>	<ul style="list-style-type: none"> <li>• Provide maintenance engineering input into the development and review of asset renewal and refurbishment strategies.</li> </ul>
<ul style="list-style-type: none"> <li>• Reliability Analytics Team</li> </ul>	<ul style="list-style-type: none"> <li>• Provide maintenance engineering input into the review and improvement of asset maintenance strategies</li> </ul>
<ul style="list-style-type: none"> <li>• Asset Delivery Project Managers</li> </ul>	<ul style="list-style-type: none"> <li>• Provide maintenance engineering input into the development and review of project scopes, methodologies and outcomes</li> </ul>

<ul style="list-style-type: none"> <li>Asset Delivery Project Engineers</li> </ul>	<ul style="list-style-type: none"> <li>Provide maintenance engineering input into the development and review of engineering aspects of projects</li> </ul>
<ul style="list-style-type: none"> <li>Asset Engineering Team</li> </ul>	<ul style="list-style-type: none"> <li>Plan, coordinate &amp; execute operational preparedness tests (OPT)</li> <li>Plan, coordinate &amp; execute asset integrity audits (including ACAC audits)</li> <li>Provide maintenance engineering input into the development and review of technical Standards, Specifications and Strategies</li> </ul>
<ul style="list-style-type: none"> <li>Dam Safety Team</li> </ul>	<ul style="list-style-type: none"> <li>Plan, coordinate &amp; execute operational preparedness tests (OPT)</li> <li>Plan, coordinate &amp; execute asset integrity audits (including ACAC audits)</li> <li>Provide maintenance engineering input for dam safety issues and initiatives</li> </ul>
<ul style="list-style-type: none"> <li>Asset Systems and Information Team</li> </ul>	<ul style="list-style-type: none"> <li>Provide maintenance engineering input into EAMS data, maintenance plans and schedules</li> </ul>
<ul style="list-style-type: none"> <li>Water System Operations Team</li> </ul>	<ul style="list-style-type: none"> <li>Work collaboratively to achieve common goals</li> <li>Provide technical advice</li> </ul>

## Significant External Relationships

Stakeholder	Purpose of Relationship
<ul style="list-style-type: none"> <li>Electricity Network Service Providers</li> </ul>	<p>Ensure safe, efficient and effective management of High Voltage electricity supply to WaterNSW facilities, including:</p> <ul style="list-style-type: none"> <li>Power isolation &amp; restoration</li> <li>Regulatory compliance</li> <li>Asset technical compatibility &amp; interaction</li> <li>Supporting documentation</li> </ul>

<ul style="list-style-type: none"> <li>Technology OEMs/Suppliers/Designers (eg AWMA)</li> </ul>	<ul style="list-style-type: none"> <li>Stay abreast of new and evolving technologies relating to assets and asset management</li> </ul>
<ul style="list-style-type: none"> <li>Key Customers (eg MDBA)</li> </ul>	<ul style="list-style-type: none"> <li>Ensure customer requirements and sensitivities are understood and factored into asset management planning and activities</li> </ul>

## Delegations, Financial Accountabilities & Freedom to Act

As defined in the WaterNSW Financial Delegations as varied from time to time.

## WaterNSW Leadership & Performance Competencies

People	Level	
Awareness and Personal Resilience	B	<ul style="list-style-type: none"> <li>Continues to perform effectively in highly stressful and ambiguous circumstances</li> <li>Demonstrates a positive outlook in times of uncertainty</li> <li>Is aware of others emotions and adapts approach accordingly</li> <li>Recognises own emotions and employs strategies to manage these under pressure</li> </ul>
Communicating with Influence	A	<ul style="list-style-type: none"> <li>Uses information, facts and figures to explain an idea or concept</li> <li>Initiates conversations and asks appropriate questions where necessary</li> <li>Presents information in a clear and structured manner, both verbally and in writing, to ensure a positive response from the audience</li> </ul>

Customer	Level	
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Collaboration & Engagement with Customers and Stakeholders	A	<ul style="list-style-type: none"> <li>• Builds effective and positive relationships with customers and stakeholders</li> <li>• Understands customer and stakeholder needs</li> <li>• Forms strong relationships with immediate networks to achieve results</li> </ul>
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Business	Level	
Safety & Risk Management	A	<ul style="list-style-type: none"> <li>• Identifies risks and opportunities and seeks advice accordingly</li> <li>• Follows policies and procedures relating to the work area</li> <li>• Identifies safety risks and hazards and implements appropriate controls</li> <li>• Raises issues and concerns in relation to risks</li> </ul>
Analysis and Problem Solving	B	<ul style="list-style-type: none"> <li>• Defines the extent and cause of the problem through observation and investigation</li> <li>• Knows when and how to source and use additional information to effectively diagnose the problem and determine suitable solutions.</li> <li>• Considers all possible solutions and seeks input from subject matter experts where appropriate</li> <li>• Takes necessary action to implement the identified solution</li> </ul>
Planning and Delivering Results	A	<ul style="list-style-type: none"> <li>• Completes work in a timely manner to expected standards</li> <li>• Identifies issues or roadblocks, looks to solve first and if needed advises upwards</li> <li>• Plans and organises work by drawing on necessary tools and resources</li> <li>• Monitors the progress of plans and deliverables</li> </ul>

		<ul style="list-style-type: none"> <li>• Identifies more critical and less critical activities; adjusts priorities when appropriate</li> <li>• Displays drive and a clear focus on achieving results</li> </ul>
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## Mandatory Candidate Requirements

### Qualifications:

- Bachelor's degree, Advanced Diploma (or equivalent) or trade certificate complemented by appropriate post-trade experience, in an appropriate asset management field.
- Current NSW Drivers Licence (or equivalent).

### Knowledge & Experience:

- Ability to work effectively in teams or autonomously as required.
- Highly effective report writing and communication skills.
- Proven competency in the use of Microsoft Office applications.

## Favourable Candidate Requirements

- Maintenance strategy formulation
- Application of risk management principles and practices
- Experience with conducting Failure Investigations
- Project management experience
- Devising maintenance work scopes and methodologies
- Understanding of contracts and contractual obligations
- Planning and reporting requirements in maintenance
- Development of technical specifications
- Development of maintenance procedure and work instructions
- Experience/familiarity with the use of CMMS
- Equipment inspection and fault diagnosis
- Auditing of maintenance processes
- Ability to lead small teams to achieve outcomes
- Knowledge of functional safety
- Knowledge/understanding of relevant regulatory requirements

### **Pre-Employment Checks Required**

- Identification
- Qualifications
- Drivers Licence
- Pre-employment Medical – Field based
- Police Check