

Position Profile

70100301 – Senior Development Engineer – Development Services

About Council

The Sunshine Coast Council continues to take a lead role in shaping a prosperous future for our community through a vision to be Australia's most sustainable region – healthy, smart, creative.

Sunshine Coast Council is one of the largest local governments in Australia, serving a community of more than 330,000 residents across an area of approximately 2,291 square kilometres. Council's 2021-2025 Corporate Plan aims to deliver a smart economy, a strong community, a healthy environment, service excellence and an outstanding organisation. These objectives provide our community and our organisation with a line of sight to the programs, projects and services provided by council to residents, businesses and visitors across our region every day. Our employees' passion and commitment to the region and their willingness to go above and beyond, is what sets Sunshine Coast Council apart as a local government organisation.



Our Values

Everything council does is underpinned by its values which define the culture of the organisation and the behaviours that shape our interaction with the community and each other.

Respect for each other in our working relationships

Being our best by continuing to learn, grow, challenge and change

Working as one team across the organisation and with our community

High standards in our conduct, service and governance

Service excellence for our customers and each other

Our Corporate Plan Goals

1. **Our Strong Community** - Our communities are connected and thriving places where people are included, treated with respect and opportunities are available for all.
2. **Our Environment and Liveability** - Our natural assets, healthy environment and liveability credentials are maintained and enhanced.
3. **Our Resilient Economy** - Our resilient, high-value economy of choice drives business performance, investment and enduring employment.
4. **Our Service Excellence** - Our services are consistent and accessible and provide positive experiences for our customers and value to our community
5. **Our Outstanding Organisation** - Our organisation is high performing, innovative and community focused, marked by great people, good governance and regional leadership.

Position Summary

Position title	Senior Development Engineer
Position number	70100301
Reports to	Principal Development Engineer
Position type	Non-Establishment
Position Classification	Award Based - Queensland Local Government Industry Award (Stream A) – State 2017 – Level 6
Group	Customer Engagement and Planning Services
Branch	Development Services
Team	Engineering and Environment Assessment
Employment area	Sunshine Coast Locations Maroochydore
Team leadership/ supervision	Leadership, coaching and mentoring applies at this level, as required.
Internal liaison	Mayor, Councillors, Group Executives, Branch Managers, Coordinators, Team Leaders, Team Members and other council employees.
External liaison	Federal and State Governments, Local Government and allied authorities, Community, Special Interest Groups, Media, Business and Industry Bodies and Academic Institutions.
Delegations	As per Council's Delegations of Authority relating to financial, administrative, human resource management, Workplace Health & Safety (WH&S) and environmental management responsibilities.
Date last reviewed	11 May 2022

Key Responsibilities

- Coordinate and provide high-level technical engineering advice and the efficient assessment of development applications to all internal and external customers to deliver on Council's commitment for efficient and effective development services, including pre-lodgement advice, application of legislation, policy, guidelines, best practice procedures and compliance with development conditions.
- Provide leadership to other team members through mentoring, coaching, training, advising, guiding, empowering and support.
- Project manage, process, assess and negotiate on a range of complex development applications as part of a multi-disciplinary team, in a timely manner, while maintaining a strong customer service focus.
- Function as a Project Director and guide the process, assessment and determination of development applications assigned to other officers.
- Manage and negotiate the assessment and delivery of complex and potentially sensitive development projects and outcomes in accordance with statutory requirements.
- Provide coordinated expert advice, liaison, consultation, negotiation and input into engineering requirements and development related issues for internal council areas and a range of external stakeholders such as government agencies, industry, community organisations and the general public.

- Provide high-level advice, undertake research and analytical problem-solving skills on all relevant engineering and construction aspects of development applications including flooding, stormwater drainage, traffic infrastructure and road network impacts (road works, car parking), and earthworks in accordance with statutory requirements, the planning scheme, and any applicable State and local guidelines, to internal and external customers and partners.
- Lead and participate in pre-start meetings, inspections, tests and audits of development works relating to public contributed assets as required, including the rectification of contributed asset infrastructure, ensuring compliance with Council's conditions of approval, policies and standards.
- Prepare high quality correspondence, reports, recommendations, briefing notes, and information documents on engineering and construction aspects of development applications.
- Interpret and apply legislation, policy, guidelines and best practice procedures and compliance with development conditions, including the enforcement of development conditions and statutory requirements in the assessment of development applications.
- Contribute positively at an operational and strategic level to statutory compliance, policies, strategy, business and operational plans, change management, business decision-making and all other leadership initiatives.
- Build and enhance professional working relationships, both internally and externally, that support and improve service delivery, communication, productivity and best practice community outcomes.
- Actively participate in technical working parties/committees/working groups, and review of discussion papers/reports/studies on a range of local and regional development related issues.
- Adopt a strategic approach in initiating research and implementing innovative methods to progress and implement Council's development assessment procedures and systems.
- Responsible for the compliant capture and secure use of public records in line with Sunshine Coast Council Records Management Policy during the conduct of daily business.
- Participate in the development of a healthy and safe workplace. Embracing initiatives, information and training and incorporating safety into all daily activities. Demonstrate safe work behaviours, abiding by procedures, identifying and reporting hazards, and contributing to all aspects of a safe workplace culture.
- Such other relevant duties as required from time to time which would generally fall within the scope of this position.

Key Requirements

Mandatory Requirements / Experience

- Possession of a recognised tertiary (degree) qualification in civil engineering, with demonstrated application and high-level experience in the workplace.
- Demonstrated ability to operate effectively within a political environment and the overall structure and business operations of a large local government.
- Demonstrated leadership skills to act as a senior member of the team to build strong, customer focussed teams and to foster a workplace culture consistent with Council's corporate values.
- Demonstrated high level civil engineering experience and knowledge of a broad range of contemporary civil engineering design and construction practices in relation to development.
- A detailed knowledge of and experience with relevant legislation, regulations, standards, policies, planning scheme and state government codes, in particular those associated with civil engineering in the assessment of development applications.
- Proven track record of initiative and autonomy in making decisions with contemporary project management practices to coordinate development applications that require high levels of consultation, integration and negotiation to achieve successful development outcomes.
- High level interpersonal and communication skills with particular emphasis on advocacy, liaison, consultation, building effective relationships and cohesive teams, negotiation, conflict resolution and assertiveness in order to research, analysis and evaluate complex issues as well as develop innovative strategies for their resolution.
- Strong business acumen including the ability to prepare professional business communication such as reports, presentations, projects, planning and policy documents with demonstrated ability to operate

effectively with relevant business technologies including mobile devices, Microsoft office suite and other online or electronic systems, applications and corporate reporting programs.

- Proven ability to lead, manage and work as part of a highly engaged multi-disciplinary team, including the ability to coach and mentor other team members.
- “C” Class drivers’ licence – there may be a requirement to travel and work from other Council offices from time to time.
- Responsible for the compliant capture and secure use of public records in line with Sunshine Coast Council Records Management Policy during the conduct of daily business.
- You must comply with any applicable current or future Qld Government Public Health directive for vaccination requirements.

Desirable Requirements / Experience

- Qualifications needed to satisfy membership status of Engineers Australia and the Queensland Board of Professional Engineers for registration as an RPEQ.

Corporate Requirements

- Commitment to the agreed Sunshine Coast Council values and behaviours
- Compliance and adherence to Code of Conduct
- Participation in Performance Review and Planning
- Availability to work across council work locations
- Commitment to the Work Safe : Live Well 7 Safety Essentials

Be fit for work ▪ Look after yourself and others ▪ Manage risk - if it's not safe don't do it ▪
Follow procedures and instructions ▪ Check all plant & equipment and be competent in its use ▪
Use and maintain correct PPE ▪ Report all hazards, incidents and near misses.
