

Position Description

Position ID	466783	ANZSCO ID	233211	VETASSESS ID	N/A
Position Title	Engineer				
Location	Barcaldine				
Agreement/Award	Professional Employees Award 2020				
Classification Level	Level 2 – Experienced Engineer	Position Status	Full-time		
Date effective	11/08/2023	Date last updated	20/12/2023		

GBA Profile

With a client base of local authorities, the Department of Transport and Main Roads, Queensland Health, and private clients, we provide first-class sustainable engineering solutions to communities. We achieve this by collaborating closely with our clients and guiding them through every stage of the project life cycle. We help our clients develop the scope of work for their projects, enabling them to understand and achieve the engineering project outcomes they readily desire. Our initiative-taking approach to continual improvement, delivery refinement to meet client needs, and actively seeking alternative technologies and methodologies enables us to deliver professional and sustainable services.

Our Mission and Vision

Our mission is to improve people’s lives in regional and remote communities. We offer challenging, social, and balanced career opportunities. Our vision is to provide high-quality engineering consultancy services to Regional Queensland.

Our Core Values



Purpose of the role

The Engineer works within a collaborative and supportive team environment to provide the Company with central engineering and systems support. Your primary responsibility will be to provide professional engineering, project management and technical advice in supervising and managing individual projects in accordance with required programs, funding, quality, and service standards. Projects include, but are not limited to, road and bridge upgrades, stormwater installation, sewerage, culvert construction, airports, and aquatic developments, focusing on project outcomes being met and fostering continual improvement.

Your Accountabilities and Responsibilities

Occupational Health and Safety, Environment and Quality

- Undertake duties to ensure compliance with Health, Safety, Environment and Quality (HSEQ) obligations and responsibilities as detailed in GBA’s policies and procedures and all other relevant legislative requirements and standards, including the Council policies and local laws.
- Exercise due diligence in acquiring and updating knowledge to maintain compliance with all GBA HSEQ systems, risk management processes and legislation.

- Contribute to continuous improvement of self, service delivery, operational guidelines and HSEQ policies and procedures.

General

- Contribute to and support an initiative-taking team to ensure the delivery of quality, innovative projects and technical services are within agreed time limits and cost, meeting safety and regulatory requirements.
- Provide engineering and technical guidance to civil infrastructure projects.
- Apply a demonstrated understanding of project management methods and principles to achieve project outcomes.
- Inspect proposed and existing project sites to determine suitability, ensure works progress accordingly, and adhere to pertinent legal and contractual obligations.
- Assist with the design, supervise, and manage individual projects constructed by local authorities in Central and Western Queensland to meet and, where possible, exceed client expectations.
- Identify and review individual learning and development needs to achieve optimal technical and project capability.
- Compile permit/funding applications for local, state, and federal agencies, ensuring projects comply with legislation.
- Provide engineering input concerning repairs, maintenance, and public and private infrastructure replacement.
- Actively participate in meetings to share information, provide input on issues, and contribute to finding practical solutions.
- Ensure procurement parameters are achieved when preparing cost estimates for materials, orders, delivery, equipment, and labour to determine project economic feasibility.
- Ensure cost-effective and sustainable solutions are achieved by continually evaluating project statuses and objectives.
- Provide engineering and technical advice to manage, control, mitigate risks, and resolve complex issues to improve business.
- Comply with all relevant standards, policies, codes, guidelines, and legislative requirements.
- Work effectively with agreed performance and behavioural expectations.
- Provide and maintain effective working relationships with management, team members, clients, and stakeholders, to achieve company objectives and client expectations.
- Establish, develop and maintain trust and confidence with management and direct reports.
- Ensure a high level of professionalism in meeting company and client needs, values, and standards.
- Undertake ongoing professional development.
- Prepare written contracts, reports and outgoing correspondence, ensuring content is prepared to a high standard and per company expectations.
- Prepare reports and monitor the progress of works, manage budgets, including actuals and forecasting of revenue and expenditure.
- Maintain electronic and hard copy filing systems using designated protocols.
- Perform other duties as directed.

Skills and Competencies

- Ability to manage a project to deliver successful and sustainable project outcomes.
- Continued development of practical management skills with emphasis in local government services and engineering, i.e., roadworks, water supply and wastewater options.
- Ability to apply complex project management techniques, strategies, and principles to accomplish project goals and outcomes.

- A developed understanding and sound knowledge of the Transport and Main Roads (TMR) design requirements for arterial and rural roads in Western Queensland.
- Developed client and initiative-taking team focus, with the ability to improve and maintain successful internal and external relationships, including the local sector, local authorities, and Queensland State Government bodies.
- Demonstrated communication (oral and written), interpersonal and negotiation skills when interacting with clients, stakeholders, and team members.
- Demonstrated ability to use and manage information, with a willingness to develop and mentor subordinates.
- Demonstrated ability to provide and receive constructive feedback and/or criticism.
- A complete commitment to company and client confidentiality.
- Ability to respect, support and connect with others to enhance employee health and wellbeing.
- Demonstrated ability to manage conflict at a personal level and to escalate matters appropriately.
- Demonstrated problem-solving and decision-making skills.
- Demonstrated motivation, self-discipline, initiative-taking, methodical, and well-organised professional approach when undertaking most work-related activities.
- Proficient in using GBA software systems and MS Office Suite.
- Ability to adapt to changing working environments, technology, work priorities and business needs.
- Ability to relate to clients/colleagues and their families from diverse cultural and socio-economic backgrounds.

Mandatory Qualifications and Experience

- Washington Accord accredited four-year Bachelor Degree in Civil Engineering recognised by Engineers Australia or equivalent.
- A minimum of +4 years' experience.
- Current Queensland 'C' Class Driver's Licence.

Desirable Qualifications and Experience

- Experience in Local Government operations, preferably in Queensland.
- Institute of Public Works Engineering Australasia (IPWEAQ) Member would be advantageous.

Reports directly to

- Senior Engineer/Principal Engineer. (RPEQ)

Accountability

- Company Partner.

Remuneration

Remuneration will be dependent on experience. In addition, GBA provides: -

- Five (5) weeks of leave (including leave loading at 14%).
- 12.5% superannuation contribution.
- Long service leave.

Benefits

- Continuous service leave.
- Profit sharing incentive scheme.
- Salary sacrificing.
- Western Incentive Scheme (where applicable).

Submit Your Application

Interested persons may apply online through the [GBA Careers Portal](#) by submitting: -

- A cover letter and resume, including a willingness to provide the names and contact details of two (2) referees with a thorough knowledge of your capabilities, work performance and conduct.
- A short statement (maximum of two pages) that provides details of your skills, experience, and knowledge as is required of this role under the heading 'Skills and Competencies'.
- When applying online through the Careers Portal, you must sign in or create a user account to submit your online application. You will have access to track the status of your application, maintain your profile details, and withdraw your application, if required, through the online portal.
- When uploading your application, please ensure that mandatory requirements relevant to the position, including Australian working rights, qualifications, permits, cards, licences and/or registrations, and any other supporting documents, are uploaded with your application.

Contact Details

For further information or enquiries, please contact the Human Resources Team at +61 7 4651 5177 or email hr@gbaengineers.com.au.