

# Employment Information Package



## Engineering Officer- Infrastructure Development

**Position number:** POS1388

**Enquiries:**

**Name:** Sonia Smith

**Position:** Team Leader Infrastructure Development

**Phone:** 03 6323 3373

**Email:** [Sonia.Smith@launceston.tas.gov.au](mailto:Sonia.Smith@launceston.tas.gov.au)

**Application closing date:** 3.00PM, MONDAY, 26 AUGUST



City of  
**LAUNCESTON**

Town Hall, 18-28 St John Street Launceston

T 03 6323 3000

E [contactus@launceston.tas.gov.au](mailto:contactus@launceston.tas.gov.au)

[www.launceston.tas.gov.au](http://www.launceston.tas.gov.au)

# Contents

|   |   |
|---|---|
| Introduction                                | 3 |
| City of Launceston Organisational Directory | 4 |
| Organisational Values                       | 5 |
| Information for Applicants                  | 6 |
| Recruitment Steps                           | 7 |
| General Conditions of Employment            | 8 |
| Position Description                        | 9 |



**Address all correspondence to:**

Manager People and Culture  
City of Launceston  
PO Box 396  
LAUNCESTON TAS 7250

**Email address:** [contactus@launceston.tas.gov.au](mailto:contactus@launceston.tas.gov.au)

When emailing your application, attachments should be sent in either Word (.doc/.docx), PDF (.pdf), TIFF (.tiff), JPEG (.jpg) or Excel (.xls/xlsx) formats.





## Introduction

Launceston is the regional hub of Northern Tasmania and enjoys a rich natural and social history. Located at the head of the picturesque Tamar Valley, the Launceston region is renowned for its award-winning wines, gourmet dining experiences, magnificent natural features and friendly residents. Our city is human scale. A series of green and wild spaces linked by heritage streetscapes and thoughtful adaptations. A real blend of old-world and new, tradition and innovation.

The City of Launceston municipal area covers an area of 1,405 square kilometres with a population of around 71,000 residents.

The City of Launceston is Tasmania's largest municipal council in terms of population and revenue. Launceston boasts all the major facilities of a much larger city, many of which are owned and operated by the City of Launceston.

The City of Launceston is served by 12 Councillors, including the Mayor and Deputy Mayor.

Click [here](#) to view City of Launceston's strategic and annual reporting.

# City of Launceston organisational chart

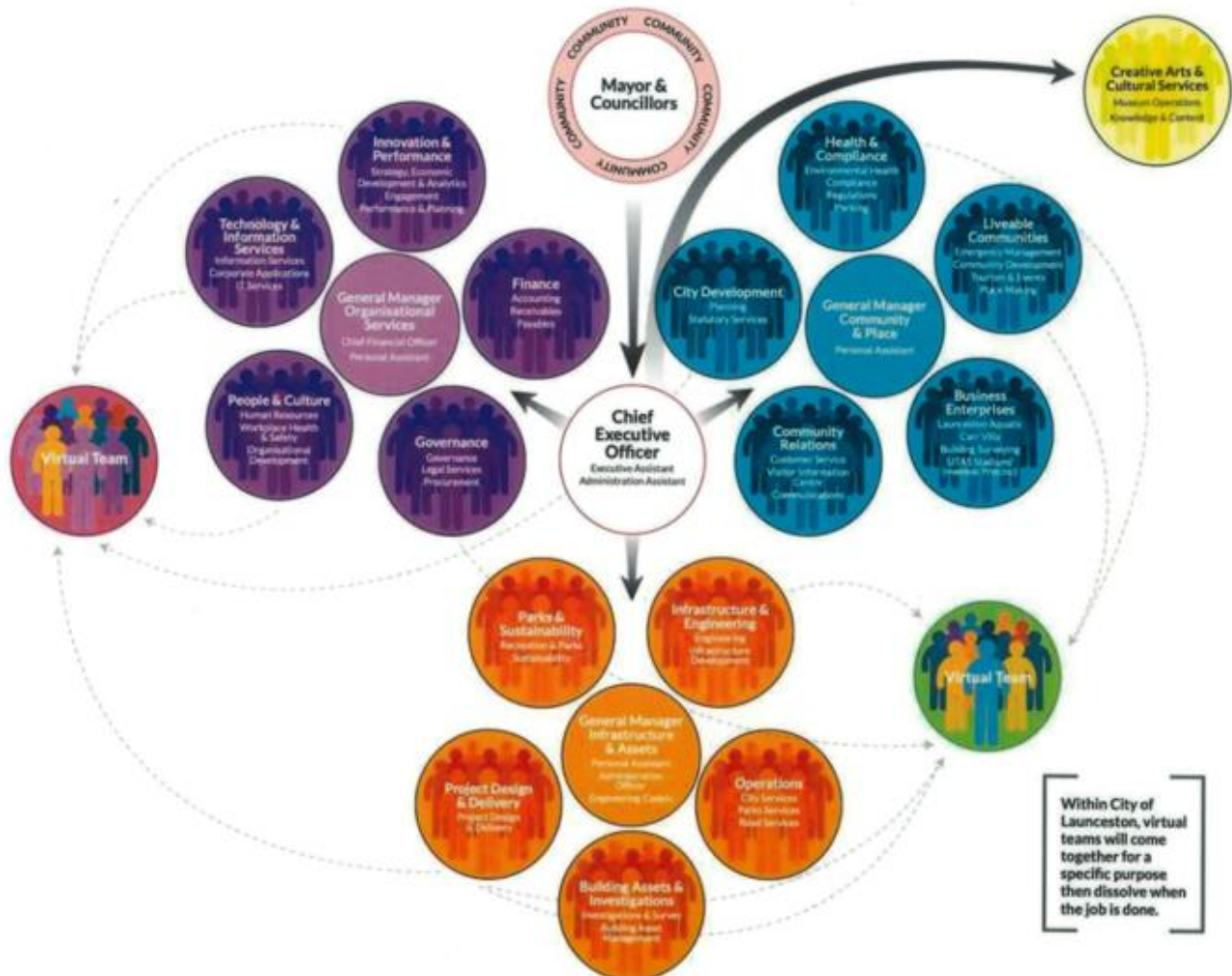
The City of Launceston is recognised as an Employer of Choice by the Tasmanian Government.

An Employer of Choice is a workplace that demonstrates contemporary workplace practices and provides outstanding support for its staff.

The Council employs around 570 employees across a range of responsibilities.



At City of Launceston we are an agile organisation, with teams being more empowered and self-managing





# Organisational values

**At the heart of our organisation are our four organisational values. Our employees are expected to adhere to, support and promote our values at all times.**

Our aim is to attract and retain people who share our values and want to be a part of our positive workplace culture. Before submitting your application please review our values and decide if they are a good fit for you.



## OUR PEOPLE MATTER

- We value clear and open communication
- We support and encourage each other
- We respect diversity
- We recognise individual needs, experience and strengths



## WE CARE ABOUT OUR COMMUNITY

- We take pride in our work and pursue a standard of excellence
- We genuinely listen, and value collaborative relationships
- We strive towards the best outcome for our community
- We make responsible and sustainable decisions



## WE BRING AN OPEN MIND

- We actively seek opportunities to continuously improve
- We respect and explore different ideas and perspectives
- We embrace change that leads to positive outcomes
- We value innovation and creativity



## WE GO HOME SAFE AND WELL

- We show care for people and look out for one another
- We speak up and support others to be healthy and safe
- We take personal responsibility for our own health and wellbeing
- We value work-life fit

# Information for applicants

**City of Launceston is an equal opportunity employer. Our workforce is diverse, inclusive, flexible and family-friendly.**

We value the different backgrounds, skills and contributions of all employees and treat each other and our community with respect.

We want opportunities at City of Launceston to be accessible and attainable to all candidates. If you are interested in this role but have concerns about your suitability, please talk to us before submitting your application.

Please read this information carefully, as it will help you with the preparation of your employment application.

**When applying for this position, you must provide the following documentation:**

1. Covering letter
2. Statement addressing the selection criteria (**highlighted criteria only**)
3. Resume

**The online Application for Employment can be [accessed here](#)** (you will be asked to attach your supporting documentation)

1. Your covering letter should introduce you and explain why you are applying for the role.
2. All recruitment and selection decisions are based on merit. The most suitable person in terms of skills, knowledge, qualifications, relevant experience, alignment with organisational values and work attitudes is selected for the position. Selection is based on the assessment of each application in relation to the selection criteria identified in the position description. The position description is included later in this information kit.

The selection criteria consists of the qualifications, knowledge, skills, attitudes and abilities required to successfully perform the role. You must provide a statement that addresses each highlighted selection criterion for the role. Your statement should include examples that demonstrate how you meet each criterion.

Please see information here on how to address the [Selection Criteria](#).

3. Your resume should provide details of your qualifications, work history, special skills, training and competency details and referees, plus any other information that may support your application. Be clear and informative. Include the names, position titles, addresses and telephone numbers of at least two work referees.

**If we can assist you with any reasonable adjustments in order to submit your application for this role, please contact the People and Culture Team via email at [contactus@launceston.tas.gov.au](mailto:contactus@launceston.tas.gov.au), noting your preferred method of communication and contact details and a member of the team will be in touch.**

# Recruitment steps

1. Application received
2. Shortlisting
  - Shortlisted applicants will be contacted by telephone or email to arrange an interview.
  - Unsuccessful candidates will be advised by email.
3. Interview
4. Pre-Employment Checks:
  - Reference Check
  - Police Check
  - Medical Assessment
  - Drug and Alcohol screening

*All costs covered by City of Launceston*
5. Suitability determination and preferred candidate identified
6. Letter of Offer

## Employee benefits

- Our employees have access to discounted health insurance options through St Luke's Health and BUPA.
- Employees have access to a free EAP service, which provides support and counselling for personal and work related issues, coaching and advice for leaders and counselling assistance for immediate family members.
- We are committed to providing a working environment that is sufficiently flexible to meet the operational requirement and workload demands of the City of Launceston while accommodating, where possible, the needs of our employees.
- Discounted membership at Launceston Aquatic.
- Discounts at the Museum Gift shop.
- Additional leave: employees may request to purchase an additional two or four week's additional leave per year to help manage family/carer responsibilities or other special circumstances.

# General conditions of employment

|                           |  |
|---------------------------|--|
| <b>Position title</b>     | Engineering Officer - Infrastructure Development   |
| <b>Employment terms</b>   | Permanent, Full-Time   |
| <b>Working pattern</b>    | 19-day month   |
| <b>Total remuneration</b> | \$93,282 - \$106,239*<br><i>*Total remuneration includes superannuation, as detailed below</i> |
|                           | <b>Base salary</b> \$80,939 - \$92,182   |
| <b>Superannuation</b>     | Employer contribution of 15.25%  |

- **Annual leave:** employees are entitled to 4 weeks (pro-rata for part-time employees) annual leave per year, plus leave loading.
- **Personal leave (for sick and carer's leave):** employees are entitled to two weeks (pro-rata for part-time employees) personal leave per year, if they are unable to attend work due to personal illness/injury or to provide care for a spouse/partner or immediate family member.
- **Paid parental leave:** employees are entitled to fourteen weeks paid (or twenty eight weeks at half-pay) parental/adoption leave for the primary carer; two weeks paid leave for the secondary carer.
- **Long Service Leave:** Long service leave applies after 7 years continuous service.

The City of Launceston Enterprise Agreement 2021 is available [here](#)

The City of Launceston Leisure and Aquatic Centre Enterprise Agreement 2022 is available [here](#)



# Position Description

## Position Description Form - Officer

|            |  |             |         |
|------------|--|-------------|---------|
| PF NUMBER: |  | POS NUMBER: | POS1388 |
|------------|--|-------------|---------|

|                       |  |
|-----------------------|--|
| POSITION TITLE:       | Engineering Officer - Infrastructure Development |
| AWARD CLASSIFICATION: | Grade 5  |
| EMPLOYEE:             |  |
| TEAM:                 | Infrastructure and Engineering                   |
| NETWORK:              | Infrastructure and Assets                        |
| REPORTS TO:           | Team Leader - Infrastructure Development         |
| PREPARED BY:          | Sonia Smith                                      |
| DATE:                 |  |

|              |  |
|--------------|--|
| APPROVED BY: |  |
| NAME:        | Erica Deegan                           |
| POSITION:    | Manager Infrastructure and Engineering |
| SIGNATURE:   |  |

### POSITION PURPOSE (Why does this position exist)

To assess the impact of proposed development on Council's assets and infrastructure and where necessary determine the modifications, upgrades or augmentation of those assets to ensure they are fit for purpose and provide for the wellbeing, enjoyment and safety of the community.

To assess development/building/plumbing applications, and where necessary seek specialist advice from the relevant subject matter experts, to provide a coordinated Infrastructure & Asset Network response to City Development relating to transport, stormwater / flooding / waterways, parks and recreation matters, including the imposition of appropriate conditions of approval.

Review of submitted engineering design plans with consideration of relevant policies and standards and liaise with engineering consultants to obtain necessary changes to facilitate approval.

Undertake audits of development construction activities to ensure compliance with specified conditions and approved engineering design plans.

Provide assistance in addressing service / utility connections issues.

City of Launceston is a values-based organisation, which means that we employ people who share and display our values



### **Our people matter**

- we value clear and open communication
- we support and encourage each other
- we respect diversity
- we recognise individual needs, experience and strengths



### **We care about our community**

- we take pride in our work and pursue a standard of excellence
- we genuinely listen, and value collaborative relationships
- we strive towards the best outcome for our community
- we make responsible and sustainable decisions



### **We bring an open mind**

- we actively seek opportunities to continuously improve
- we respect and explore different ideas and perspectives
- we embrace change that leads to positive outcomes
- we value innovation and creativity



### **We go home safe and well**

- we show care for people and look out for one another
- we speak up and support others to be healthy and safe
- we take personal responsibility for our own health and wellbeing
- we value work-life fit



| Accountabilities   | Activities/Tasks include:  | Success looks like ...  |
|--|--|---|
| <b>General</b>   |  |   |
| City of Launceston's Values  | Behave in a way that supports the City of Launceston's values. <ul style="list-style-type: none"> <li>• Our people matter</li> <li>• We care about our community</li> <li>• We bring an open mind</li> <li>• We go home safe and well</li> </ul>   | Demonstrates, through behaviour, an alignment to and an understanding of our values   |
| Technology   | Use technology and information to maximise efficiency and effectiveness.   | New and existing technologies are utilised effectively.   |
| Collaborate  | Work collaboratively within your team and across networks.<br>Support delivery of the Network's strategic and annual plan actions.<br><br>Work with horizontal teams as relevant to technical role accountabilities.   | Actively participating in team meetings/tool box meetings, by offering ideas and suggestions and providing feedback<br><br>Collaborative opportunities are sought across Networks |
| Innovation   | Encourage and be proactive in developing a culture of introducing new and improved work practices and projects within your team and your network.  | Improved work practices and projects.   |
| <b>Technical</b>   |  |   |
| Pre-lodgement development discussions  | Facilitate the information and guidance required during any pre-lodgement discussions of possible applications and maintain records of the same.   | Provide advice which is consistent with Council standards and practices and within Statutory timeframes   |
| Assessment of development applications and building/plumbing applications                                      | <ul style="list-style-type: none"> <li>• Undertake investigations of existing site conditions, including property records, mapping</li> <li>• Liaise with staff to obtain specialist advice and provide consolidated Infrastructure and Asset response, including conditions for inclusion on permits.</li> <li>• Liaise with leaders on applications where proposed outcomes and/or recommendations involve significant increase in public assets or may be contrary to accepted Council practices or standards.</li> </ul> | Provide advice which is consistent with Council strategies, policies, standards and practices and within Statutory timeframes   |
| Assessment of engineering design plans and construction supervision for infrastructure to be vested in Council | <ul style="list-style-type: none"> <li>• Undertake review of submitted engineering design plans with consideration of relevant policies and standards and liaise with engineering consultants to obtain necessary changes to facilitate approval.</li> <li>• Consider proposed third-party infrastructure in assessment of engineering plans.</li> <li>• Ensure development is constructed in accordance with permit conditions related to public infrastructure services.</li> </ul>  | Ensure/monitor compliance with Infrastructure and Assets imposed conditions; and undertake inspections within the agreed time frame with the supervising engineer.                |

| Accountabilities  | Activities/Tasks include:   | Success looks like ...  |
|---|---|---|
|   | <ul style="list-style-type: none"> <li>• Undertake audit inspections of the works during construction.</li> <li>• Undertake final inspection of works prior to accepting works as Council assets.</li> <li>• Maintain records of development progress including meetings, inspections and third-party liaison.</li> </ul>   |   |
| Finalisation of new subdivisions and strata developments                              | <ul style="list-style-type: none"> <li>• Approve requests to seal Plans of Survey or endorse Strata Plans where the subdivision/development is considered to meet all Infrastructure and Asset imposed conditions.</li> <li>• Arrange for amendments of Council's asset records where required.</li> </ul>  | Establish compliance with Infrastructure and Assets imposed conditions; and provide a response within 10 working days of notice from Planning Department.               |
| Manage secondary applications processes made to the Infrastructure and Assets Network | <ul style="list-style-type: none"> <li>• Coordinate approval of secondary applications: driveways, stormwater, and on-street dining and ensure consistency with development and building approvals</li> </ul>   | Applications processed.   |
| Naming of new subdivision streets   | <ul style="list-style-type: none"> <li>• Prepare Council reports with recommended name.</li> </ul>  | Finalise process to coincide with creation of road title.   |
| Community and Stakeholder Engagement  | <ul style="list-style-type: none"> <li>• Support interactions between customers and Infrastructure and Assets with regard to development activity.</li> <li>• Where required, respond to customer enquiries or complaints in relation to private development works impacting on public infrastructure and liaise with the developer to achieve compliance with conditions/statutory requirements, or otherwise acceptable outcomes.</li> </ul>  | <p>Minimal complaints related to site works.</p> <p>Positive engagement regarding project and development outcomes.</p>   |
| Development Facilitation  | <ul style="list-style-type: none"> <li>• Build strong working relationship with development representatives and consultants</li> <li>• Provide feedback to the asset owners, internal stakeholders and the development industry on lessons learnt and opportunities for improvement.</li> </ul>   | <p>Respectful industry relationship maintained.</p> <p>Council's policies, procedures and general practices reflect the current needs of best practice development.</p> |
| Work Safely with a Duty of Care for fellow employees and ensure procedural compliance | <p>Perform all work in a safe manner in accordance with the City of Launceston's Occupational Health and Safety Policy and Procedures</p> <p>While at work, a worker must –</p> <p>(a) take reasonable care for his or her own health and safety; and</p> <p>(b) take reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons; and</p> <p>(c) comply, so far as the worker is reasonably able, with any reasonable instruction that is given by the person conducting the business or undertaking to allow the person to comply with this Act; and</p> |   |



| Accountabilities | Activities/Tasks include:   | Success looks like ... |
|------------------|---|------------------------|
|                  | (d) cooperate with any reasonable policy or procedure of the person conducting the business or undertaking relating to health or safety at the workplace that has been notified to workers.<br><br>(Section 28 Work Health & Safety Act 2012) |                        |

**Note:** Whilst the key functions and responsibilities for the role are set out above, the Council may direct an employee to carry out such duties or tasks that are within the limits of the employee's skill, competence and training.

| WORKING WITH VULNERABLE PEOPLE CHECK                     |        |
|--|--------|
|  | Yes/No |
| Working with Vulnerable People Check required?           |        |
| <i>If yes, include in Selection Criteria table below</i> |        |

| SELECTION CRITERIA   |  |
|--|--|
| POSITION REQUIREMENTS/COMPETENCIES   |  |
| <b>Organisational</b>  |  |
| <ul style="list-style-type: none"> <li>Community Focused: considers community/customers in decision making</li> <li><b>Communicate and Engage: demonstrates self-awareness &amp; encourages open discussions &amp; contributions from others</b></li> <li>Create and Innovate: displays initiative &amp; considers different ideas and perspectives</li> <li>Safety Focused: takes responsibility for own and team's health, well-being and self-care</li> </ul> |  |
| <b>Position Specific</b>   |  |
| <ul style="list-style-type: none"> <li><b>Analytical skills and an ability to make sound and efficient decisions</b></li> <li><b>Excellent written and verbal communication skills</b></li> <li>Excellent skills using Microsoft Office Suite and other software applications</li> </ul>   |  |
| QUALIFICATIONS AND EXPERIENCE  |  |
| <ul style="list-style-type: none"> <li>Experience in development compliance or civil design and/or construction</li> <li>Tertiary qualification in engineering or similar and transferable qualification</li> <li><b>Knowledge of engineering and municipal legislation, standards and policies</b></li> <li>Experience with supervision and / or management of contractors is desirable</li> </ul>  |  |

| REPORTING STRUCTURE |  |
|---------------------|--|
| Manager             | Manager Infrastructure and Engineering |
| Direct Reports      | Team Leader Infrastructure Development |

| KEY RELATIONSHIPS<br>(External and Internal Customers, Supplier, Colleagues, etc) |  |
|---|--|
| Internal  | Nature of Relationships  |
| Specialist staff within Infrastructure and Assets Network                         | To seek advice or reports on any transport planning and / or traffic impact issues, stormwater and / or flooding issues, |

|   |   |
|---|---|
|   | recreation and parks issues needed to finalise an assessment of an application or address a matter under investigation.                               |
| Specialist staff within other networks including the areas of Planning, Building, Environmental Health, and GIS Services. | To seek advice or reports needed to finalise an assessment of an application.   |
| <b>External</b>   | <b>Nature of Relationships</b>  |
| Public  | Investigation of customer enquiries of a technical nature.  |
| Contractors/Supervising Engineer/Developer  | Submission of application documentation or request for further information.<br>Source of feedback and opportunities for systems / policy improvement. |
| Service Authorities   | Approve location of authorities' new assets in context of proposed subdivision developments.  |

| <b>DELEGATIONS &amp; AUTHORISATIONS<br/>(Local Government Act, By-Laws etc)</b> |             |
|---|-------------|
| Purchasing Approvals  | Limit \$Nil |
|   |             |
|   |             |
|   |             |

### Confidentiality

Staff are

- a) Able to access; or
- b) May be exposed in the course of performing their duties to information that may be related to individuals, organisations or the general dealings of the City of Launceston. Some of this information will be of a sensitive nature – either within or external to the organisation.

By accepting this position the employee undertakes:

- a) To keep all information that they are exposed to confidential during and after their period of employment with City of Launceston. Information should never be disclosed outside of the organisation and only be disclosed to other employees if there is a need within the context of the task being performed.
- b) To not access any information within the organisation's systems that is not directly relevant to their work.
- c) To abide by the requirements of the Confidentiality and Privacy clause of the relevant Enterprise Agreement.

| <b>OTHER RELEVANT INFORMATION</b>  |
|--|
| <p>Expectations of a City of Launceston employee:</p> <ul style="list-style-type: none"> <li>• Have strategies in place to enhance their own health and well-being, manage stress and maintain professionalism;</li> <li>• Seeks feedback broadly and asks others for help with own development areas; and</li> <li>• Translates feedback into an opportunity to develop.</li> </ul> |



