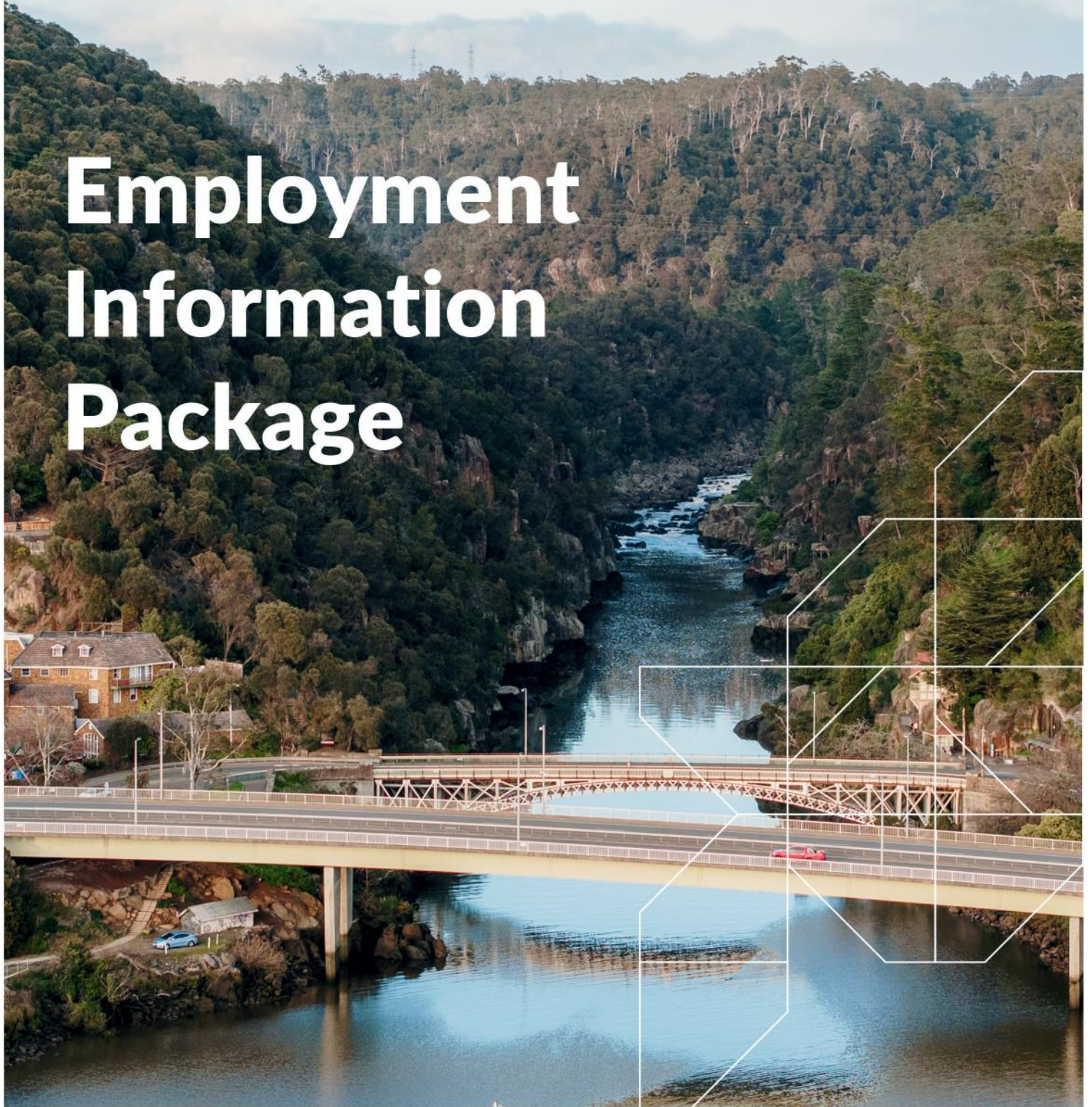


# Employment Information Package



## Development Engineer

**Position number: POS1858**

**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, THURSDAY, 3 APRIL 2025**

📍 Town Hall  
18–28 St John Street  
Launceston TAS 7250

✉️ PO Box 396  
Launceston  
TAS 7250

☎️ 03 6323 3000  
@ [contactus@launceston.tas.gov](mailto:contactus@launceston.tas.gov)  
🌐 [launceston.tas.gov.au](http://launceston.tas.gov.au)

 City of  
**LAUNCESTON**



# Contents

About the City of Launceston	3
City of Launceston Organisation Structure	4
Organisational Values	5
Information for Applicants	6
Recruitment Steps	7
General Conditions of Employment	8
Position Description	9

**Address applications to:**

Senior Leader 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.





# About the City of Launceston

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.

**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.**

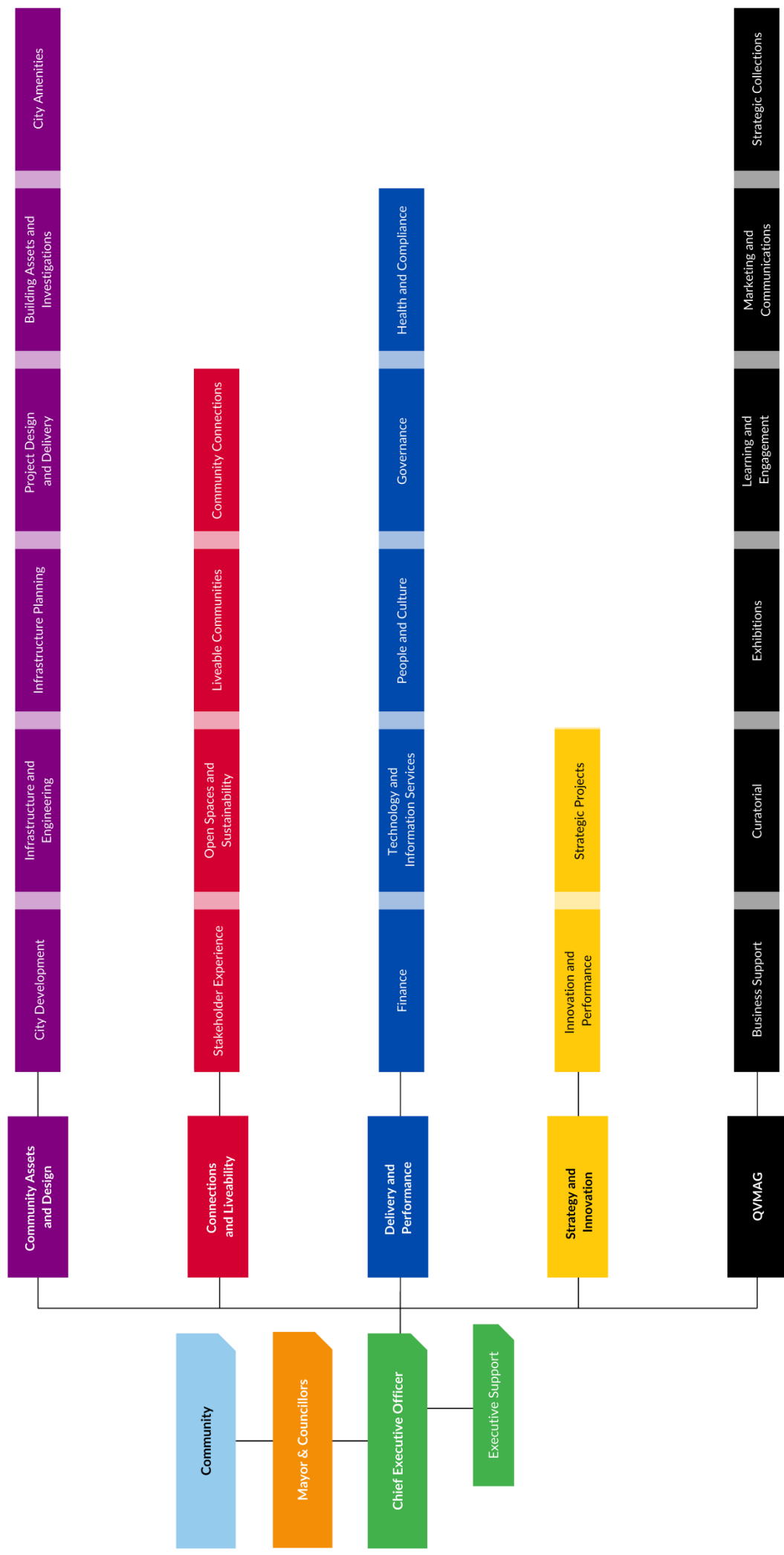
**Employee benefits offered by the City of Launceston include:**

- 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 Leisure & Aquatic Centre.
- Discounts at the QVMAG 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.



## OUR VISION OUR PURPOSE

Inspired people, working together to create the best outcomes for our community.  
We are a progressive organisation, working with our community to create a positive future for Launceston.





# 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

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.**

**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.

# 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



# General conditions of employment

Position title	Development Engineer
Employment terms	Full Time
Working pattern	19-day month
Total remuneration	\$108,944 - \$123,996* <i>*Total remuneration includes superannuation, as detailed below</i> Base salary \$94,528 - \$107,589
Superannuation	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](#)

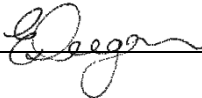


# Position Description

## Position Description Form - Officer

PF NUMBER:		POS NUMBER:	POS1858
------------	--	-------------	---------

POSITION TITLE:	Development Engineer
AWARD CLASSIFICATION:	Grade 6
EMPLOYEE:	
TEAM:	Infrastructure & Engineering
REPORTS TO:	Team Leader Infrastructure Development
PREPARED BY:	Erica Deegan
DATE:	07/02/2025

APPROVED BY:	
NAME:	Erica Deegan
POSITION:	Senior Leader Infrastructure & Engineering
SIGNATURE:	

POSITION PURPOSE (Why does this position exist)
<p>This position provides high level development engineering advice to advance the delivery of development activities and strategic growth objectives to meet the needs of the City of Launceston.</p> <p>The position will assess, condition and manage complex planning applications and development proposals in a timely manner, determining network and infrastructure implications of proposed developments, identifying required modifications/upgrades and/or augmentations to systems while ensuring alignment with statutory requirements and strategic growth objectives. A particular focus will be traffic impacts of developments and identified or emerging growth areas.</p> <p>Provide technical advice and guidance to internal teams, developers, external consultants, and stakeholders on development matters focussing on traffic/transport matters and strategic urban growth area requirements, including the mentoring of team members in these areas.</p> <p>Lead the review of engineering design plans to ensure compliance with permit conditions, safety and design standards, and collaborate with consultants to achieve approval.</p> <p>Work with the Team Leader to develop policies, standards and practices that integrate feedback, best practices and legislative changes.</p> <p>Respond to public inquiries and stakeholder concerns, balancing competing needs to deliver optimal traffic and transport outcomes.</p>

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

# 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 other teams.  Support delivery of the Team's strategic and annual plan actions.  Work with other teams as relevant to technical role accountabilities.	Actively participating in team meetings/tool box meetings, by offering ideas and suggestions and providing feedback  Collaborative opportunities are sought across teams
Innovation	Encourage and be proactive in developing a culture of introducing new and improved work practices and projects within your team and other teams.	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	<ul style="list-style-type: none"> <li>• Undertake investigations of existing site conditions, including property records, mapping</li> <li>• Assess development applications and review Traffic Impact Assessments where there are considered to be network impacts.</li> <li>• Provide advice and guidance to other members of the Infrastructure Development team on the impact of proposed developments on Council's transport network and assets and advice on appropriate planning permit conditions to mitigate impacts and risk to the transport network.</li> <li>• Consider policy, technical information and liaise with staff to obtain any additional specialist advice and provide consolidated 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



Accountabilities	Activities/Tasks include:	Success looks like ...
Urban Growth	<ul style="list-style-type: none"> <li>Provide advice as required with regard to transport related infrastructure required to facilitate strategic urban growth areas</li> </ul>	Provide advice which is consistent with Council strategy and policies
Community and Stakeholder Engagement	<ul style="list-style-type: none"> <li>Support interactions between customers and Community Assets and Design with regard to development activity, and in particular traffic impacts.</li> <li>Where required, respond to, or provide advice to Infrastructure Development officers to respond to, customer enquiries or complaints in relation to private development works impacting on public infrastructure</li> <li>Where necessary 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 & Leadership	<ul style="list-style-type: none"> <li>In association with the Team Leader Infrastructure Development, provide technical leadership to the team, particularly regarding traffic matters.</li> <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 WHS 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> <p>(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.</p> <p>(Section 28 Work Health &amp; Safety Act 2012)</p>	
<p><b>Note:</b> 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.</p>		

#### 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 Focussed: considers community/customers in decision making</li> </ul>	
<ul style="list-style-type: none"> <li>Communicate and Engage: demonstrates self-awareness &amp; encourages open discussions &amp; contributions from others</li> </ul>	
<ul style="list-style-type: none"> <li>Create and Innovate: displays initiative &amp; considers different ideas and perspectives</li> </ul>	
<ul style="list-style-type: none"> <li>Safety Focussed: 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>Work Collaboratively: works collaboratively within own team and across teams</li> </ul>	
<ul style="list-style-type: none"> <li>Assess and analyse data, technical documentation and prepare reports</li> </ul>	
<ul style="list-style-type: none"> <li>High level of negotiation and stakeholder management skills</li> </ul>	
<ul style="list-style-type: none"> <li>High level judgement and decision-making skills</li> </ul>	
<ul style="list-style-type: none"> <li>Demonstrated ability to provide high level technical advice to a range of stakeholders within the development sphere.</li> </ul>	
QUALIFICATIONS AND EXPERIENCE	
<ul style="list-style-type: none"> <li>Bachelor of Engineering related to the tasks of the position.</li> </ul>	
<ul style="list-style-type: none"> <li>A minimum of 5 years' experience in infrastructure planning and development assessment</li> </ul>	
<ul style="list-style-type: none"> <li>Proven application of engineering and municipal legislation, standards and policies</li> </ul>	

REPORTING STRUCTURE	
<b>Leader</b>	<b>Team Leader Infrastructure Development</b>
<b>Direct Reports</b>	<b>Nil</b>

KEY RELATIONSHIPS (External and Internal Customers, Supplier, Colleagues, etc)	
<b>Internal</b>	<b>Nature of Relationships</b>
Staff within Infrastructure Development	To provide high level technical advice or reports on any transport planning and / or traffic impact issues, stormwater and / or flooding issues needed to finalise an assessment of an application or address a matter under investigation.
Staff within Community Assets and Design	To provide high level technical advice or reports on any transport planning and / or traffic impact issues that relate to the advancement of Council's strategic outcomes or address a matter under investigation.
Specialist staff within other networks including the areas of Planning, Building, Environmental Health, and GIS Services.	To provide high level technical 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	Pre-lodgement advice and the assessment of application documentation or request for further information.

	Liaise with industry representatives to obtain and provide feedback and identify opportunities for systems / policy improvement.
Service Authorities	Liaise with industry representatives to obtain and provide feedback and identify opportunities for systems / policy improvement.

<b>DELEGATIONS &amp; AUTHORISATIONS (Local Government Act, By-Laws etc)</b>	
Purchasing Approvals	Limit \$0

**Confidentiality**

Employees are

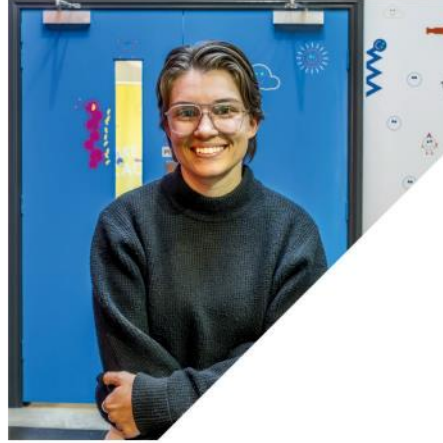
- a) Able to access; or
- b) May be exposed in the course of performing their duties to information that may be related to individuals, organisations or the general dealings of the City of Launceston. Some of this information will be of a sensitive nature – either within or external to the organisation.

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>





📍 Town Hall  
18-28 St John Street  
Launceston TAS 7250

✉️ PO Box 396  
Launceston  
TAS 7250

☎️ 03 6323 3000  
@ contactus@launceston.tas.gov  
🌐 launceston.tas.gov.au

