Position Description

Position title:	Senior Civil / Structural Engineer
Reports to:	Team Leader Primary and Civil / Structural Design
Business unit:	Network Services
Employment category:	Contract (Employment Agreement) / Enterprise Agreement and Pay Point 22 – 26

About CitiPower and Powercor

As electricity distribution companies we provide safe, reliable and affordable power to 1.9 million Victorian customers. We use our network of poles, wires and infrastructure to bring power to homes and businesses across almost 65% of Victoria — that's more than 120,000 kilometres of wires and 850,000 poles.

But we do so much more than manage poles and wires. We're also the gateway to a clean energy future, dedicated to finding solutions and harnessing new technology to benefit our customers, communities and the environment. This includes industry leading projects in community batteries, demand management, smart charging for electric vehicles (EVs) and microgrids.

And as more customers choose solar, batteries, EVs and smart appliances — the electricity system is becoming increasingly complex, and so too is the level of innovation required to manage it.

About the Network Services team you'll be part of

Network Services is a 24x7 operation, constructing and maintaining electrical infrastructure and responding to faults and emergencies throughout the CitiPower and Powercor electricity distribution networks. The team is responsible for design, project management, workforce management, field construction and supply chain and logistics management. Functional teams include network control and operations, major projects, maintenance, field services, design and customer programs and works delivery management.

Our core values



Purpose of the position

This role is primarily responsible for technical leadership of the Civil Engineering group across Project Design and Delivery. The position is responsible for the provision of engineering expertise as well as design, estimating and project management of high level and /or complex design projects for the internal and external Powercor Network Services clients. It is expected that this position will be responsible for providing mentoring to the other civil engineers within the team.

This position has a key focus of providing innovative and efficient designs that reduce construction costs, or increase safety for our employees or the public.

This position is also responsible for minor survey works and asset recording and for the implementation of appropriate policies and procedures with regard to distribution and sub-transmission assets.

Your key responsibilities

Engineering and Civil Design Expertise

- Provide effective high level engineering design and advice in relation to the design of civil/structural design within zone substations and for Citipower/Powercor assets, to agreed standards, and in accordance with the relevant technical manuals, OH&S Act, ‘Safety in Design’ guidelines and customer requirements.
- Verify designs produced by others, as well as manufacturer supplied drawings, in accordance with agreed standards, ‘Safety in Design‘ guidelines and company requirements.
- Develop design standards and policy in accordance with organisational, regulatory and statutory requirements.
- Prepare detailed construction plans for distribution, sub-transmission and station design projects and maintain system records in accordance with appropriate standards and customer requirements.
- Prepare cost and resource estimates for the civil/structural design component of electrical distribution/sub-transmission/station system projects in a timely manner and in accordance with Network Services established procedures.
- Consider the commercial and financial implications of all aspects in the provision of products and services to customers in order to maximise profit margins.

Provide Project Support

- Continuously improve innovation in relation to products services, practices and procedures. Effectively implement innovation through gaining ownership from stakeholders and through effectively managing any resultant change.
- Provide effective project management to deliver designs of varying complexity within agreed time frames, quality and cost constraints.
- Monitor, review and reconcile time, costs and quality of network designs and ensure unproductive time is maintained at a minimum and all hours worked for are charged accordingly in a timely manner.
- Undertake special projects as designated in accordance with project management principles and ensure delivery is in accordance with time, quality and cost constraints

- Provide construction support and assist in developing construction practices.

Mentoring and Development

- Provide technical expertise and mentoring to design personnel.
- Assist the Team Leader to make appropriate resourcing decisions for the workload that the team is involved in.
- Assess designer competency and recommend appropriate training and development activities.
- Ability to develop technical based policies and procedures relating to design, and implement change as required.
- Identifies opportunities and provides direction and support with regard to the technical development of the Project Design and Delivery group.
- Display an interest in leading change and driving innovation.

What you'll bring to the business

Education / Qualifications:

- Bachelor of Engineering (Civil)
- Registration with the Victorian Business Licensing Authority as a Professional Engineer (RPEV) in the field of Civil and Structural Engineering are required.

Knowledge:

- Extensive knowledge of principles and concepts associated with the design of foundations for electrical equipment and buildings, site grading, site drainage, oil containment, overhead line landing gantries, cable pit systems, cable basements and other associated civil/structural design in substation.
- Extensive knowledge of the design process, and the design activities undertaken within each function.
- Knowledge and understanding of regulatory compliance issues, OHS Act, standards and codes.
- Detailed knowledge of construction methods and techniques through on-the-job experience.
- Working knowledge of project management principles, with experience delivering substation, construction, or utility infrastructure projects.
- Strong stakeholder management and leadership capability, with the ability to provide technical direction, influence outcomes, and deliver complex engineering projects.

Experience:

- Significant design experience in the civil or structural engineering field. Electrical distribution industry experience preferred but not required.
- Knowledge and experience for the civil design of stations and/or line design principals and procedures.
- Significant experience in customer and stakeholder negotiation.
- Proven ability to apply technical and engineering knowledge in field-based environments.
- Demonstrated ability to provide technical leadership, mentor engineers, and deliver high-quality engineering outcomes across complex infrastructure projects.

The skills and competencies you'll have

'Thought' competencies

1. Manages complexity: Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems
2. Financial/commercial acumen: Applying financial thinking, commercial rigour and discipline to all business decisions and customer relationships to identify ways of maximising and protecting our business value
3. Cultivates innovation: Creating new and better ways for the organisation to be successful

'Result' competencies

1. Being resilient: Rebounding from setbacks and adversity when facing difficult situations
2. Resourcefulness: Securing and deploying resources effectively and efficiently
3. Action oriented: Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm

'People' competencies

1. Develops talent: Developing people to meet both their career goals and the organisation's goals
2. Drives vision and purpose: Painting a compelling picture of the vision and strategy that motivates others to action
3. Persuades: Using compelling arguments to gain the support and commitment of others

'Self' competencies

1. Being resilient: Rebounding from setbacks and adversity when facing difficult situations
2. Instils trust: Gaining the confidence and trust of others through honesty, integrity, and authenticity
3. Manages ambiguity: Operating effectively, even when things are not certain or the way forward is not clear

'Leadership' competencies

1. Manage self: Willing and able to assess and apply own skills, abilities and experience. Being aware of own behaviour and how it impacts on others.
2. Take the lead: Taking the lead and pushing for performance. Take charge, declaring, decisive. Push, hold people accountable.
3. Enable others: Creates conditions for others to lead and contribute. Empowers others. Listens, open to influence. Supports, treats people well.
4. Strategic focus: Position your team for the future. Set direction, drive improvements and growth, embrace innovation.
5. Execution and results: Position your team for the future. Set direction, drive improvements and growth.

Other relevant information

- Availability duty will may required from time to time
- Travel to other work locations / sites may be required
- Direct reports - FTE direct reports: Nil Contractor direct reports: Nil
- Budget: OPEX $0, CAPEX $0