

Position Description

Position Details

Position Title	Senior Civil Engineer
Employment type	Permanent (Full-Time)
Pay Band	Band 6 Level A
Location	Mildura
Direct Reports	Nil
Reports to	Program Manager
Delegated Authority	Category E

Organisational Context

Lower Murray Water (LMW) is a large regional organisation servicing diverse communities across the region, stretching from Kerang to the South Australian border. A unique organisation, LMW operates both urban and rural water and sewerage businesses which support domestic and commercial customers from households through to large-scale irrigation operations. As a leader within the region, LMW has established itself as a major contributor to enhancing regional prosperity, directly impacting social, environmental, and economic benefits.

We operate within a dynamic industry with significant challenges requiring an innovative, integrated, and strategic approach and our vision is to provide a healthy, sustainable water future underpinned by our culture of performance excellence and a close partnership with our employees, customers, and communities.

Our Values

LMW's Values have been developed by our people and set guidelines of how we will behave in the workplace.

Deliver – We strive to deliver the best service to our community and ensure they have secure and reliable water and waste management services.

Grow – We strive to continuously develop, learn, and grow both individually and as an organisation.

Respect – We celebrate uniqueness and provide an inclusive culture for all.

Collaborate – We are a collaborative workplace that provides a supportive, friendly working environment.

Safe Work Done Well – We promote a Safety culture which prioritises physical and mental health and wellbeing.

Position Summary

As a Senior Civil Engineer, you will work as part of the Projects Team within the Infrastructure Services Department. The role is responsible for assisting the Program Manager in development and execution of Lower Murray Water (LMW) Capital Works program by effective application of project management

techniques, contract and contractor management and providing support, guidance and technical advice to the Infrastructure Services team and wider business.

Your ability to apply and share strong engineering knowledge and practical construction processes will ensure that all designs and works delivered meet customer and community expectations and operational and future needs of the Region.

Key Responsibilities

The Senior Civil Engineer is responsible for:

1. Project management activities for the delivery of the capital works projects from initiation through to completion, ensuring agreed outcomes are achieved on time, on budget and to the required quality standards.
2. Prepare and maintain project management documentation, including project scoping documents, project schedules, cost estimates, specifications and tender documentation.
3. Lead technical activities and design inputs across disciplines and departments to support integrated, high-quality project delivery.
4. Provide technical advice and guidance in civil engineering to support project and business outcomes, and build internal capability through mentoring and knowledge sharing.
5. Develop and implement efficient and cost-effective design principles that promote constructability, innovation, safety and long-term performance of water and wastewater infrastructure.
6. Collaborate with internal teams, consultants, contractors and other stakeholders to deliver high-quality, cost-effective and customer-focused project solutions.
7. Identify and implement quality improvements, innovation and change initiatives to enhance project delivery practices and engineering standards across the department.
8. Promote and embed proactive risk management practices in project planning and delivery to ensure risks are identified, assessed and managed within organisational tolerance.
9. Contribute to the continuous improvement of project delivery processes, systems and capability, supporting broader strategic and operational goals of the Infrastructure Services department.

Key Behaviors

Professionalism: Maintaining a positive attitude, being punctual and reliable, showing empathy and understanding in our interactions and respectful, and following workplace policies and procedures.

Integrity and honesty: Being open and transparent when making decisions, giving honest and supported advice, exercising power in a fair and reasonable way and addressing unacceptable behaviors in the workplace

Collaboration and cooperation: Actively participating in teamwork, sharing ideas and working together towards shared goals and objectives.

Inclusivity and diversity: Valuing and respecting diversity, treating everyone with fairness and equality, promoting an inclusive and welcoming environment.

Coaching others: assist, challenge and encourage others by sharing knowledge, skills and/or experience to help individuals improve performance and achieve goals

Skills and Experience

- Recognised relevant tertiary qualification in Civil Engineering or equivalent
- Minimum 6 years working experience in civil engineering, project management and/or site supervision of infrastructure projects
- Registered Professional Engineer in Victoria
- Recognition with Engineers Australia (or working towards) is highly regarded
- Relevant professional experience in an engineering and project management role within the water industry
- Strong analytical and problem-solving skills, with attention to details
- Understanding of engineering principles with an ability to convey technical information clearly and concisely to various stakeholders, in both written and verbal format
- Demonstrated experience in problem analysis, problem solving and design thinking
- Ability to use software (e.g. Microsoft Project) to plan and monitor the delivery of projects/tasks against time, quality and budget
- Experience in managing stakeholders and building positive relationships with internal and external providers
- Ability to work collaboratively within a multi-disciplinary team to achieve organisational objectives
- Experience in mentoring and developing skills and knowledge of team members and the wider organisation
- Effective communication skills with an ability to influence and create trust and confidence with internal and external customers
- Demonstrated environmental leadership and understanding to deliver infrastructure projects in sensitive environments
- Demonstrated commitment to Health, Safety and Wellbeing and the principles of Equal Employment Opportunity

Compliance Requirements

Driver's License

Criminal background check

Confirmation of fitness for work

Signatures: We certify that the content of this position description is accurate:

Position Holder:

Date:

Signature:

General Manager:

Date:

Signature:

Managing Director:

Date:

Signature: