

Role Description

(Supervisor/Team Leader)



Our purpose – Helping South Australians Conserve, Sustain and Prosper.

Role Title: Principal Drainage Network Engineer	Division: Water and River Murray Division
Classification Level: PO4	Branch/Unit: Water Infrastructure and Operations/South East Drainage Operations Unit
CHRIS Position Number: P43060	Reports to (Title): Manager, Drainage Operations

About the Agency – [Department for Environment and Water](#)

About the Role

The Principal Drainage Network Engineer is responsible for providing leadership, expertise and guidance to ensure the delivery of a range of complex and critical projects associated with the South East (SE) Drainage Network. The role provides strategic project management, technical oversight and advice, project development, procurement, and stakeholder negotiation to ensure effective implementation and delivery of the program outcomes.

The Principal Drainage Network Engineer leads the Engineering and Works team with planning, development and implementation of a rolling capital works and maintenance programs including investigations, assessment, spraying and repair projects are undertaken to ensure the drainage network assets are fit for purpose. The Principal Drainage Network Engineer establishes, and quality assures design standards to meet compliance requirements and manages risk to the environment and to the Board.

Key Role Outcomes

- Effective delivery of SE Drainage Network capital and maintenance projects is achieved through the implementation of project management principles.
- Oversight, direction, project management and specialist technical engineering expertise is provided for critical and complex matters to influence and guide the scoping, planning and delivery of the SE Drainage Network objectives.
- Design and construction of infrastructure and hydraulic and engineering investigations are formulated, designed, led, managed and performed in alignment with civil engineering and agency agreed standards, budgets and timeframes.
- Timely and specialist advice, expert analysis and briefings are provided to the Board, Manager SE Drainage operations, on critical and complex matters related to SE Drainage Network.
- Professional representation of DEW and the SE Drainage Network Board, effectively engaging with stakeholders on critical and complex matters related to the engineering and technical understanding of the SE Drainage Network and associated projects to achieve Board objectives is provided.
- Drainage network assets are managed at the whole-of-network level, including oversight of value, depreciation, revaluations and reporting.
- Effective supervision of staff is achieved by overseeing work allocation, time and attendance and leave management.

- Timely and constructive feedback is provided to direct reports to contribute to their effective performance and motivation and plan for their continued professional and technical development.

Essential Criteria (including qualifications)

[Must be addressed by candidates in written application letter (max 3 pages) in addition to CV unless advertisement advises otherwise]

- A degree in in civil or civil and environmental engineering is essential and relevant higher qualification(s) or extensive relevant discipline experience is essential.
- Demonstrated in-depth knowledge and experience in the design of civil infrastructure projects with particular emphasis on design of steel and concrete structures.
- Demonstrated experience in management of complex civil infrastructure construction projects and contracts.
- Experience in asset management of civil infrastructure, including valuation and condition assessment.
- Proven track record in effectively supervising a team, and the ability to foster a collaborative environment to achieve organisational goals.
- A current class “C” driver’s licence and willingness and ability to safely operate a 4wd is essential.

Desirable Criteria

- Postgraduate qualifications with an emphasis on project management is highly desirable.
- Knowledge of hydrology and hydraulics is highly desirable.
- Knowledge and experience in the maintenance of bridge steel and concrete structures is highly desirable.
- Knowledge of and experience in the use of Geographic Information Systems GIS.
- Current Remote Pilot (RePL) licence.
- Knowledge and Experience with LiDAR Processing using DJI Terra.
- Knowledge and Experience in RTK surveying.
- Knowledge of Asset Management software and asset revaluation processes.

Direct Reports

- Project Engineer (PO2 x 1.0 FTE)
- Works Supervisor (OPS3 x 1.0 FTE)
- Construction and Maintenance Worker (IWS5 x 3.0 FTE)

Key Relationships/Interactions

- Maintains an effective relationship with the South Eastern Water Conservation and Drainage Board.
- Works collaboratively with the members of the SE Drainage Operations team and the broader Water and River Murray Division staff.
- Liaises and maintains working relationships with landholders and their representative.
- Procures, engages and manages the performance of contractors and other suppliers.
- Liaises with a variety of external organisations, including the SE Landscape SA Board, local, state and commonwealth government agencies and community groups.

Special Conditions

- May be required to participate in emergency preparedness, response and recovery activities required by government agencies
- You must be an Australian citizen, permanent resident, or provide evidence that you hold a valid working visa that allows you to work in Australia without restrictions.
- This role has been identified as a:
 Position of trust ☒ Prescribed position ☐ Not applicable ☐

The following screening check(s) is/are required:

- You will be required to provide a valid Nationally Coordinated Criminal History Check prior to being employed, which is required to be renewed every three years before expiry. DEW will cover the cost of renewal.
- Inter and intrastate and remote area travel is required, including travel in light aircraft.
- Wearing a company uniform during working hours and/or when representing the department is mandatory, including protective uniform on construction sites.
- May be required to undertake intra or interstate travel, occasional overnight absences, and work outside of the normal hours of work.

Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and changes	• Leading and Influencing Change • Thinking and Acting Strategically	• Anticipates the drivers and obstacles to change and identifies ways to build on or decrease their impact. • Recognises the likely implications of change upon the various stakeholders and is adept at working through these in a consultative way. • Uses information, knowledge and results of analysis to deliver achievable and practical solutions. • Pre-empt potential issues and implications and puts measures in place to deal with them.
Achieves Results	• Delivering Effective Outcomes • Assuming Accountability	• Acts confidently and decisively to achieve outcomes even when under pressure. • Demonstrates a purpose and persistence in driving for outcomes in programs and projects. • Fully accepts and wisely exercises the accountabilities and delegations of their role. • Establishes own credibility by demonstrating competence, sound judgement, knowledge and professionalism.

Drives Business Excellence	• Optimising performance • Directing Resources	• Monitors own performance and takes action when required to improve delivery of outcomes. • Effectively sets and monitors costs for their area of responsibility. • Reviews work progress and facilitates revision of priorities as required.
Forges Relationships and Engages Others	• Influencing and Negotiating • Establishing and Maintaining Networks	• Effectively uses data and understanding of specific audience's perspectives to present a compelling argument, engage others and achieve positive outcomes • Can successfully influence a broad range of stakeholders with differing viewpoints towards a common position. • Is confident, adept and flexible in dealing with a range of diverse internal and external stakeholders. Thinks long term about fostering key relationships and partnerships to optimise outcomes for the agency.
Exemplifies Personal Drive and Professionalism	• Displaying Flexibility and Resilience	• Able to maintain focus and momentum in ambiguous or turbulent situations. • Deals positively with pressure, consistently maintaining an optimistic outlook and recovering quickly from setbacks.

Work Health and Safety

Lead workplace safety procedures and programs

- Proactively ensures all direct reports understand workplace health and safety requirements and responsibilities.
- Leads and participates in health and safety discussions in the workplace.
- Identifies hazards, assesses risks and implements procedures for controlling risks.
- Implements procedures for dealing with incidents and emergency events.
- Maintains appropriate workplace safety records.
- Implements procedures for managing injured workers.

Corporate Responsibilities

- Demonstrate appropriate and professional workplace behaviours that are in line with the [Code of Ethics](#) and the [South Australian Public Sector Values](#).
- Maintain a commitment to Equal Employment Opportunity, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the *Public Sector Act 2009*.
- Exhibit and promote the behaviours in line with *The way we work* outlined in the [DEW Corporate Plan](#).
- As an individual it is your responsibility to actively participate in the Department's Performance Review and Development Program. As a manager you are required to action the Performance Review and Development Program inclusive of 6 monthly reviews, for all employees for whom you are responsible.

- Recruit appropriately qualified and experienced staff to the unit/team.
- Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.
- Champion positive behaviours and conduct during all interactions with children and young people and act in accordance with the Child Safe Environment Policy and Procedure at all times.

Date Delegate approved original classification:	02/02/2022	Original Class method:	Full
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Approved