

POSITION DESCRIPTION

TEAM LEADER CATCHMENT ENGINEERING

POSITION DETAILS

Date of Position Description	August 2026
Position Title	Team Leader Catchment Engineering
Position Grade	15
Directorate Business Unit	City Planning & Design Development & Traffic Services
Reports to	Technical Specialists Manager
Physical Requirements Category	Category 1 – Desk role with Ergonomic Requirements
Job Location	9 Wentworth Street, Parramatta (Council retains the right to alter locations should the operational need arise)

POSITION OVERVIEW

This position is responsible for managing and leading the day-to-day operations of a team of Catchment Engineers responsible for the assessment of development applications, technical input into strategic planning, plans and policies, and the provision of technical advice. The role is focused on catchment engineering but may include the following areas of expertise:

- Stormwater engineering
- Civil engineering
- Water sensitive urban design
- Subdivision and related instruments

KEY RESPONSIBILITIES

Role Specific

- Manage a team responsible for a full range of catchment referrals.
- Identify and solve complex catchment engineering issues.
- Manage the team to deliver innovative and effective catchment engineering outcomes that align with Council's strategic documents, legislation and wider community expectations.
- Lead efforts across the organisation in the planning and reporting of catchment engineering advice, manage and contribute to strategic, complex, diverse, sensitive projects and multi-disciplinary teams.
- Represent the Council in a full range of development related forums, including the NSW Land and Environment Court
- Peer review reports, correspondence and provide technical oversight of the full range of catchment referrals assessed by the engineering teams
- Exercise delegated authority in accordance with Council policies, procedures, and legislative requirements
- Provide direction and setting of targets to achieve key performance indicators.
- Provide written and verbal briefs to internal and external stakeholders which provide detailed, legally robust and accurate information;

- Lead and manage using robust, proactive and contemporary project management methodology, controls, risk management and reporting to ensure outcomes and timeframes meet agreed expectations.
- Integrate engineering with planning, traffic and transport, urban design, environment, heritage, social and economics.
- Manage team in line with operating budgets.
- Manage grant and general funding of projects in line with approved processes.

Baseline

- Manage and coordinate a team of professionals in the designated area of expertise to promote accountability and alignment towards achieving desired organisational outcomes.
- Ensure that all practices are up to date with current and pertinent legislation, statutory regulations and best practice to ensure a subject-matter-expert mindset is adopted and promoted to all stakeholders.
- Promote continuous improvement and innovation in practices, optimisation of technology, procedures and recommendations with the aim of providing better service to the client base in line with the organisation's values.
- Build in performance metrics and mechanisms to identify early visibility of risks to enable mitigation approaches.
- Promote and maintain effective relationships with all external business partners including community organisations, contractors, State and Federal authorities.
- Ensure to take reasonable care of the health and safety of yourself, employees, visitors, contractors and volunteers whilst at work, and cooperate with the organisation to comply with WHS legislative obligations.
- Promote the value of diversity and inclusion in all practices, engaging with and integrating the views of others.
- Contribute to customer service and organisational effectiveness, by acting ethically, honestly and with fairness.
- Comply with Council policies, as amended from time to time.

KNOWLEDGE

Qualifications

- Tertiary (Degree) qualifications in a relevant engineering field.
- Current motor vehicle Driver Licence

Experience

- Extensive technical and management experience in delivering innovative and effective catchment/water engineering outcomes relative to development applications, with a track record of achieving strategic objectives with demonstrated success in working with or for the public sector.
- Extensive experience in running and interpreting flood modelling
- Demonstrated experience in leading diverse, multidisciplinary teams and delivering services to a high standard to meet financial and other business performance criteria.
- Demonstrable detailed understanding of the relevant legislative and regulatory requirements applicable to the designated area and the ability to practically apply this knowledge.

Skills

- Thorough understanding of State Government engineering related legislation, policies and practices
- Ability to understand all components of project, program and portfolio management processes.
- Well-developed ability to communicate, negotiate, build relationships and influence others with an engaging approach and technique.
- Advanced problem solving and decision-making ability, including confidence in working with leaders to resolve high priority, and often sensitive and complex issues and conflict.
- Well-developed change management leadership within a highly complex stakeholder environment.
- Strong ability to drive positive team culture and engagement.

Desirable

- Eligibility for membership of Institute of Engineers Australia.
Post-grad qualifications in Water Engineering specialising in areas such as water resources, hydraulic and hydrogeological engineering.