



## POSITION DESCRIPTION

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|------------------------|-----------------------------------|-----------------------|-----------------------------------|
| <b>Position Title:</b> | Leading Traffic Engineer          |                       |                                   |
| <b>Classification:</b> | Band 6                            | <b>Status</b>         | Full time ongoing                 |
| <b>Group:</b>          | Infrastructure and Environment    | <b>Business Unit:</b> | Community Infrastructure Delivery |
| <b>Reports to:</b>     | Team Leader Traffic and Transport |                       |                                   |
| <b>Direct Reports:</b> | Nil                               | <b>Date:</b>          | September 2025                    |

## ORGANISATIONAL CONTEXT

Cardinia Shire Council is committed to building a sustainable shire for present and future generations to enjoy. Council plays an important role in contributing to life in our community. We provide services which supports the wellbeing of our residents now and into the future.

To deliver on our commitment, we are developing a skilled and professional workforce that embraces our organisational culture, values, and demonstrates key leadership capabilities. Our culture is defined by working together, working differently, and working for the future. We value teamwork, respect, accountability, communication, and customer focus. These values underpin our work and our behaviours ensuring we deliver on the Council's vision while maintaining a healthy, engaging, and inclusive workplace.

## POSITION OBJECTIVES

- Assess traffic management and customer requests regarding traffic impacts.
- Provide advice and recommendations on traffic, transport and parking issues effecting Cardinia.
- Undertake and assist in the delivery of projects and services relating to traffic, transport and parking.

## KEY RESPONSIBILITIES AND DUTIES

Key responsibilities include, but are not limited to:

- Provide assistance and advice to the Team Leader Traffic and Transport and other Council officers on issues within areas of responsibility.
- Assess traffic management applications and planning proposals regarding traffic impact.
- Assess and investigate customer/residents' requests within Cardinia for traffic and other engineering related items.
- Liaise with external agencies, including VicRoads and Public Transport Victoria.
- Assist in the achievement of policies, service levels and standards as specified.
- Undertake specialist engineering investigations and technical reports on road safety audits, accident investigations, transport planning, accident data, petitions, and traffic surveys annually.
- Undertake development of engineering proposals and submissions to the Council's Capital Works Program and VicRoads Capital Works Program.
- Undertake the development of capital works programs and establish sound evaluation criteria to prioritise projects.
- Assist in delivering actions and programs within the Cardinia Shire Road Safety Strategy.
- Undertake preparation of consultant briefs and provisions of project management services for significant strategic projects.

- Ensure a high level of stakeholder and community consultation and engagement is undertaken as a key component of successful project management.
- Promote continuous improvement techniques in the development, design and delivery of projects.

### **POLICY AND PROCEDURE COMPLIANCE**

- Adhere to (and promote) HR, IT, OH&S/Risk Management policies, procedures and practices.
- Demonstrate understanding and accountability for record keeping policy including the accuracy and capture of data, the sensitivities involved and the release and destruction of documents.

### **OCCUPATIONAL HEALTH & SAFETY RESPONSIBILITIES**

- Take reasonable care for the health and safety of yourself and others in the workplace, ensuring we provide and maintain a working environment that is safe and without risk to the health of employees, contractors, visitors and the general public, as far as is reasonably practicable.
- Ensure all legislative and regulatory responsibilities are addressed and met in relation to occupational health and safety.
- Responsible for ongoing consultation with employees, employee health and safety representatives and supervisors to identify and eliminate hazards and risks in the workplace.
- Ensure hazards, incidents, near misses and injuries are reported immediately and recorded within the appropriate system.
- Actively participate in the planning and execution of Return-to-Work plans as required.

### **ACCOUNTABILITY AND EXTENT OF AUTHORITY**

- Act in accordance with position objectives, with regular reporting to ensure adherence to position goals and objectives.
- Making operational decisions within the scope of work allocated.
- Accountability for the quality, accuracy and effectiveness of work produced.
- Formal input into policy development within their area of expertise and/or management.
- In positions where the prime responsibility is for resource management, the freedom to act is governed by policies, objectives and/or budgets, with a regular reporting mechanism to ensure achievement of goals and objectives.
- In positions where the prime responsibility is to provide specialist advice to clients or to regulate clients, the freedom to act is subject to regulations and policies and regular supervision. The effect on individual clients of decisions and actions may be significant but is usually subject to appeal or review by more senior employees.
- Provide specialist engineering investigations and technical reports, including the development of engineering proposals and submissions to the Council's Capital Works Program and VicRoads Programs.

### **JUDGMENT AND DECISION MAKING**

- Operate in a specialised environment with methods, procedures and processes developed from theory or precedent.
- Problem solving may involve the application of these techniques to new situations.
- The work may involve improving and/or developing methods and techniques generally based on previous experience.
- Exercise judgement, considering operational requirements, utilising existing policies and procedures, relevant legislation and the Enterprise Agreement to make decisions, with review from more senior employees.
- Work involves the application of improvement suggestions, recommendations and problem solving.
- Guidance and advice is usually available however, the incumbent must display significant independent ability and knowledge when making decisions.
- The incumbent will be required to apply sound engineering judgement and act independently and resourcefully to achieve desired project outcomes.

## **SPECIALIST KNOWLEDGE AND SKILLS**

- Proficiency in the application of a theoretical or scientific discipline including the underlying principles as distinct from practices.
- Where applicable, experience in managing and delivering employee lifecycle support and initiatives.
- Demonstrate initiative in managing work outcomes, opportunities, and challenges.
- Demonstrate specialised analytical and problem-solving skills to continuously improve the customer experience whilst utilising council resources efficiently.
- An understanding of the long-term goals of the wider organisation and of its values and aspirations and of the legal and political context in which it operates.
- Possess a working knowledge of systems and protective factors around keeping children and young people safe including child first and child protection reporting/services including Child Safe Standards.
- Capable of producing sound and confident decisions and solutions within critical timelines.
- Manage business unit operational budget within set parameters and delegation of authority.
- Data analysis and report writing, with a strong attention to detail.
- Knowledge and understanding of municipal traffic issues.
- Knowledge of relevant road traffic regulations.
- Knowledge of procedures used for street lighting proposals.

## **INTERPERSONAL SKILLS**

- Ability to gain cooperation and assistance from clients, members of the public, other employees in the administration of well-defined activities and in the supervision of other employees where appropriate.
- Ability to liaise with counterparts in other organisations to discuss specialist matters and within the organisation to resolve intra-organisational problems.
- Demonstrate self-awareness and a commitment to personal growth.
- Display resilience and agility in a changing work environment.
- Possess excellent communication (written and verbal) and interpersonal skills with the ability to clearly articulate and present information as required.
- Proven ability to build and maintain productive and respectful relationships and partnerships.
- Ability to work effectively as part of team a to deliver positive organisational outcomes.
- Proven ability to maintain high levels of confidentiality.
- Effective customer service skills, with a strong desire to provide helpful and accurate advice and assistance to staff.

## **MANAGEMENT SKILLS**

- Where management of employees is part of the job, the position requires an understanding of and an ability to implement personnel practices including those related to equal employment opportunity, occupational health and safety and employees development.
- Ability to make independent decisions, good judgement and work with autonomy, initiative, and minimum supervision.
- Managing time, setting priorities, planning and organising own work and where appropriate other employees, so as to achieve specific and set objectives in the most efficient way possible within the resources available and within a set timetable.
- Contribute to a collaborative and innovative values-based culture.
- Foster innovation and make suggestions to improve work practises and processes.

## **QUALIFICATIONS AND EXPERIENCE**

- Civil Engineering Degree with relevant traffic engineering experience or qualification
- Desirable is a Traffic Controller accreditation / traffic management
- A current Victorian drivers licence.

## KEY SELECTION CRITERIA

- Communication, negotiation and interpersonal skills with the ability to clearly articulate and present information as required.
- Understanding of emerging trends to ensure recommendations made by this position influence the outcomes for our community and organisation now and into the future.
- Able to work with minimum supervision and make sound decisions based on experience and good judgement.
- Knowledge and experience of applicable traffic policies, procedures and relevant acts and regulations including traffic referrals.
- Proven experience in a supervisory role (if applicable).
- Ability to deal effectively, diplomatically and confidentially with enquiries and concerns.
- Relevant experience in a similar engineering role with an emphasis on (traffic) planning referrals.
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## CONDITIONS OF EMPLOYMENT

Terms and conditions of employment are in accordance with the Cardinia Shire Council Enterprise Agreement 2024 and Cardinia's policies and procedures.

### Tenure

This is a full time ongoing position

### Pre-employment checks

All appointments are subject to a National Police Record Check, pre-employment medical check, and a six-month probationary period (new employees only). Certain positions may also require a Financial Background Check, Traffic Check or Working with Children Check.