

Senior Engineer (Traffic and Road Safety)

POSITION DESCRIPTION



Position Number:	3329
Department:	Regional Services
Section:	Infrastructure Planning
Unit:	Corridor Management
Position Status:	Permanent Full Time
Classification:	Level 7 – Rockhampton Regional Council Internal Employees Certified Agreement 2025
Reports To:	Coordinator Corridor Management
Revised:	June 2026

General Position Statement

This position supports Council's direction by providing technical expertise for the investigation, assessment, management and monitoring of traffic, transport and road safety related operational activities within Council's Road and Transport corridors.

Specific Responsibilities

The successful candidate must be able to fulfil the following position responsibilities.

- Undertake expert engineering assessment of all complex traffic and road safety related customer requests (including speeding, road furniture, parking, cycleways, footpaths and public transport), within the existing road and transport related infrastructure corridors ensuring compliance with relevant legislation, technical standards, guidelines, Council Policies and Engineering best practice.
- Provide expert guidance and support to Council Officers undertaking road safety audits of Council roads and Regional Services Department planning projects.
- Provide expert engineering advice where required to assist with the assessment of applications for external agencies and members of the public to undertake works within Council controlled road and transport related infrastructure corridors.
- Provide expert engineering advice where required to assist with the assessment of applications for access to Council controlled road and transport related infrastructure corridors including the assessment and determination of permit conditions for heavy vehicles under the National Heavy Vehicle Law and the assessment and conditioning of conditionally registered vehicles under the TORUM.
- Provide expert engineering advice for the development of conditions to be issued for Temporary Traffic Management Applications for third-party works/events in the road reserve.
- Provide expert engineering advice for the development of condition packages for applications for access to Council controlled road and transport related infrastructure corridors.
- Provide expert engineering advice regarding legislation and permits, assessment of routes and analysis of turning templates with regard to wide load interactions with Council infrastructure.
- Where required, liaise with internal and external stakeholders to achieve acceptable outcomes regarding temporary traffic management and heavy vehicle applications, including with Service Utility Providers.
- Where required, liaise with members of the public to investigate and provide information in relation to the assessment, status and/or conclusion of customer service requests.

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POSITION DESCRIPTION



- Provide expert engineering support for the identification, assessment and reporting on non-compliance of private infrastructure in the road reserve in accordance with Local Laws and Council Policies.
- Provide direct engineering supervision to Council Officers to meet the requirements of the Professional Engineers Act 2002 (Qld) s 115 regarding non-registered Engineers and Engineering Officers undertaking engineering-based roles.
- Provide responses to Customer Service Requests and record notes in Council's Pathway software package.
- Provide expert engineering assessment, advice and support to the Coordinator Corridor Management in managing large scale projects impacting on Council Road reserves, including providing advice and assistance to applicants, consultants and other stakeholders and monitoring industry compliance with permit specific requirements.
- Report to supervisors and managers in a timely manner on issues and activities likely to influence Council operations or relations with Council's customers.
- Ensure that technical work practices and processes are subject to ongoing review and modification and those innovations that facilitate service and performance improvement are fully assessed and, where appropriate, are adopted and implemented.
- Assist in the development and implementation of new Section or Unit-wide programs, processes, and procedures.
- Refer matters that may impact upon the business, Council and employees to the relevant Supervisor or Manager.
- Undertake other relevant duties as directed, consistent with skills, competence and training.

Position Requirements

Your suitability for this role will be assessed against the following competencies.

Skills/Competencies

- Good working knowledge of relevant Local Government operations and legislative framework relevant to the specific responsibilities of the position.
- Significant knowledge and experience of work practices, technical guidelines, procedures, and policies relevant to traffic engineering, road safety and associated assessment guidelines relevant to the specific responsibilities of the position
- Sound working knowledge of traffic management principles and experience in their application, in relation to the assessment of Temporary Traffic Management Applications for third-party works/events in the road reserve.
- Experience in providing advice on routes, legislation and permits and analysis of turning templates with regard to wide load interactions with Council infrastructure.
- Experience with customer request management, public interactions and conflict resolution with demonstrated ability to implement and foster a customer service culture.
- Ability to effectively operate Council's computer systems and technology including the Ci Anywhere Suite (ECM), RGIS, Pathway, MS Office Suite and various mobile devices and applications.
- Ability to effectively operate Computer Aided Drafting (CAD) Software, SIDRA Intersection analysis software and utilise these programs to make decisions.
- Communicate Effectively – Ability to communicate with others verbally and in writing to meet requirements of the role.
- Deliver Excellent Customer Service – Ability to meet Council's level of service expectations around safety, timeliness and quality

Senior Engineer (Traffic and Road Safety)

POSITION DESCRIPTION



- Teamwork and Collaboration – Ability to work together with others to achieve common goals both within immediate team and teams across Council.
- Goal Setting – Ability to set, define and deliver goals that are SMART – *Specific, Measurable, Achievable, Relevant and Timely*.
- Time Management – Ability to plan and organise tasks/work to meet objectives of the role.
- Problem Solving – Ability to analyse problems by gathering information and develop a solution (in line with role responsibilities) or options and make a recommendation.
- Decision Making – Ability to use sound judgement to make the best decision based on information gathered and analysed within the boundaries of the role.
- Manage Risk – Ability to identify, understand and manage risks so that work can be delivered safely and to required standard.
- Focus on Continuous Improvement – Ability to identify opportunities to enhance team effectiveness and improve team's customers' experience.
- Adaptable to change – Ability to adapt to changing work environments, technology, work priorities and organisational needs.
- Manage Career/Development – Ability to identify development activities required to perform current role and opportunities to develop to meet career expectations (as applicable).
- Manage Resilience and Wellbeing – Commitment to and the ability to participate in programs to support safety, health and wellbeing, including a general understanding of Work Health and Safety principles and their application in the workplace.

Qualifications

- Bachelor of Engineering - Civil qualifications (or approved Washington Accord equivalent) sufficient to be eligible for membership of Engineers Australia as a Professional Member, and substantial work experience directly relevant to the position.
- Registered as a Registered Professional Engineer Queensland (RPEQ).
- TMR Level 2 Work in Proximity to Traffic.
- Construction Industry Induction (White Card).
- Department of Transport and Main Roads Senior Road Safety Auditor or ability to obtain.

Desirable Qualifications and Experience

- Experience in a local government environment.
- Department of Transport and Main Roads Traffic Management Design qualification (Open) or ability to obtain.

Behaviours

- *Customer Service* – Ensure that you are focused on our customer/s when carrying out your responsibilities.
- *Safety* – Carry out your duties in a safe manner whilst ensuring the safety of your team members and customers, in accordance with Council's Health and Safety Duty Statements and associated safety policies / procedures.
- *Code of Conduct* – Ensure that your behaviour is aligned with the Code of Conduct.
- *Council Values* – Ensure that your behaviour is aligned with the values statement adopted by Council: *One Team, Accountable, Customer Focused, Continuous Improvement and People Development*.

Leadership Capabilities

- Council's Leadership Capability Framework – meets standards of performance and behaviours in line with our Leadership Capability Framework and leadership level **Operational Leadership**: *Build and maintain Trust; Deliver Results, Customer and Community Driven, Lead and Enable Change and Commit to Personal Growth*. **Further Information Appendix A.**

Senior Engineer (Traffic and Road Safety)

POSITION DESCRIPTION



Additional Requirements

- Ability to work in both an office environment and an outdoor environment.
- Ability to legally operate a motor vehicle under a "C" Class Licence (minimum provisional).
- A willingness to undertake a Functional Capacity Evaluation to satisfy the inherent physical requirements of the position.
- Provision of a satisfactory Criminal History Check - Police Certificate (Australia Wide Name Only Police Check).
- Ability to be immunised in accordance with Council's Occupational Risks and Immunisation Register.

Delegations and Authorisations

Financial, Administrative and Corporate Delegations may be applicable to this position and are detailed in the Delegations Corporate Register.

Legislative Sub-Delegations and Authorisations may also be applicable to this position and are detailed in the external public registers. Both registers are available on Council's Intranet.

Acknowledgement

This job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to the role.

Authorised By:	Manager Infrastructure Planning
Signature:	
Date:	
Employee Name:	
Employee Signature:	
Date:	

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Appendix A: Leadership Capability Framework – Leadership Level Operational Leadership (Team Leaders and Supervisors)



Key Leadership Capabilities	Leadership Standard / Behaviour	Standards / Behaviours Required at this Leadership Level
Build and Maintain Trust	Engage and Inspire our People	Ensures alignment between work and Council's vision to engage and inspire others.
	Empower our People	Empowers others and builds trust and confidence through coaching.
	Enable Teamwork and Collaboration	Ensures teamwork and collaboration within and across teams.
	Effectively Communicate across the Organisation	Fosters open and transparent two way communication and ensures that communications are received and understood by team members and other stakeholders.
	Build Effective Enduring Relationships	Engaging in and supporting others to build effective and enduring relationships built on trust and respect.
Deliver Results	Manage People Performance	Ensures the alignment and achievement of goals through setting clear expectations, providing feedback, support and recognition to employees.
	Develop our People	Identify opportunities to provide development opportunities and coaching to others.
	Demonstrate Ethical and Accountable Decision Making	Develops own and team's organisational, political and cultural awareness.
	Demonstrate Organisational and Situational Awareness	Makes decisions in situations where there is scope for interpretation.
	Maintain a Strategic Focus	Coordinates resources to achieve Council's strategic objectives and supports others to understand how their role aligns.
	Plan and Organise Resources	Plan and organise resources to ensure the team delivers work within deadlines of to a quality standard in a safe and cost effective manner.
Customer / Community Driven	Be Customer and Community Focused	Focus on the purpose of Council and delivering what's best for the customer and community in line with vision.
	Manage customer and stakeholder relationships	Anticipates and adapts to customer and stakeholder needs.
Lead and Enable Change	Lead Change Effectively	Manages the process of change to ensure successful implementation.
	Lead Continuous improvement and Innovation	Supports others to identify, gain acceptance and implement continuous improvement opportunities.
Commit to Personal Growth	Commit to Personal Growth and Learning Agility	Commits to own personal growth and learning agility and shares learnings with others.
	Lead with Emotional Intelligence	Develops emotional intelligence and awareness of impact of actions on others.
	Build and maintain Technical and Operational Competence	Maintains own technical and operational competence and supports others to develop and maintain their competence.