



CERTIFIED | EXPERIENCED | ENGINEERING

POSITION DESCRIPTION

Position title:

Team Lead - Electrical

Reports to:

General Manager, Engineering

Employment type:

Full-time

CIVIL ⚙️ STRUCTURAL ⚙️ MECHANICAL ⚙️ ELECTRICAL ⚙️ DESIGN + DRAFTING ⚙️ CONTROL SYSTEMS ⚙️ OPERATIONAL SUPPORT

waterlineprojects.com   

POSITION DESCRIPTION

POSITION TITLE: TEAM LEAD - ELECTRICAL ENGINEERING	REPORTS TO: MANAGER – E&IC Or such other person/s as the company may nominate from time to time.
POSITION SUMMARY Your role is essential to Waterline’s purpose of partnering with Australian industry to provide safe and sustainable resources to the world. You will use your technical engineering understanding and practical experience to make our Industry Partners more efficient, safe, and productive. You will work across the full asset lifecycle including studies, design, project execution, commissioning, operations, and decommissioning. Using your technical and practical knowledge, you will strive to ensure quality and purpose in all deliverables. The Electrical Engineering Team Lead contributes to complex engineering projects. Working autonomously or with the team to successfully deliver projects with high technical quality, excellent communication, and high work ethic. This role will involve working effectively across a range of industries and proactively seeking out solutions when problem solving for clients. As the ‘Engineering Partner of Choice’, we are required to travel to their sites to support, interact with and engage with their personnel at their 24/7 operations to assist them with completing audits, and providing operational and commissioning support. This means fitting in and accommodating our clients’ work patterns, Health and Safety requirements and operational needs.	
POSITION DETAILS	<i>Description of duties and responsibilities</i>
ENGINEERING	• Identify when technical analysis methods and engineering software can be applied to solve our clients’ problems. • Engineering services are to be completed to allocated budgets and timeframes, which is how you will help Waterline to deliver valuable commercial outcomes. • Project-related activities, including cost estimation, scope development, schedule development, and liaison with engineers and project managers to help manage clients during project delivery. • Involvement in small project-based teams of engineering professionals to ensure delivery of effective and commercially valuable structural engineering solutions, to deliver ‘Value Driven Projects’. • Effectively communicate your design decisions to Waterline internal stakeholders and clients • Assist in the development of inhouse engineering design aids/tools, standards, specifications and design criteria.

	• Regular site visits to facilitate client's requirements and support WL Engineering compliance, audits, delivery, and commissioning. • Provide advice and support across the business relevant to your professional area.
LEADERSHIP	• Managing the day-to-day activities of the team. • Identify team goals and deadlines, monitor, and ensure progress through to project completion. • Lead, develop and motivate a team of qualified professionals to functionally achieve the targets set and to recognise their achievements and successes. • Efficient project and task allocation, taking into consideration the strengths and development areas of the team. • Coaching less experienced members of the team to ensure they can develop and perform at their best. • Maintaining regular performance and career reviews with all members of the team including the provision of constructive feedback. • Empowering team members with skills and training to improve their confidence, and any identified development areas, product knowledge, and communication skills. • Communicate, implement, and imbed business initiatives and strategies within the team. • Ensuring effective communication of the businesses objectives, procedures, policies, and strategies. • Collaborate with People and Culture and the GM of Engineering, on team needs relating to recruitment, performance management, training, and development. • Listen to team members' feedback and resolve any issues or conflicts • Plan and organize team building activities • Creating a pleasant working environment that inspires the team. • Providing oversight of individual and team job management, weekly reporting & client interactions. • Manage and prioritise team leave requests around project priorities.
BUSINESS DEVELOPMENT	• Be a champion of the Waterline Purpose, Values and Brand • Making initial contact with potential new clients (establishing networks and leads) • Attending Client meetings and taking briefs to develop project scopes that meet client needs

	• Maintaining relationships with existing Clients by delivering excellent service. • Meet with clients to determine project scope requirements and track project progress, to be able to realise true project benefits. • Maintain existing client relationships and maintain contact. • Scoping and Estimating Engineering effort for potential projects. • Regular site visits to projects as required to build relationships and deliver excellent service.
REPORTING AND IMPROVEMENT	• Accurate and daily individual tracking of time, billables, goals and prioritisation using company provided tools • Participation in continuous improvement initiatives • Project closeout and post implementation review reports • Provide regular updates to the General Manager

As well as any other tasks or duties for which you may have the skill, knowledge and/or training that is required of you, from time to time.

QUALIFICATION/S AND EXPERIENCE

ESSENTIAL QUALIFICATION/S • BACHELOR OF ENGINEERING (ELECTRICAL) • RPEQ DESIRABLE QUALIFICATION/S • MANAGEMENT, COACHING OR LEADERSHIP COURSES/QUALIFICATIONS	Essential Experience • 7+ Years of relevant experience in Electrical Engineering • 1+ years' experience in a site-based role • 6+ months experience working in Australian Industry (Including Mining, Energy, Chemicals, Oil & Gas) • Demonstrated project engineering or project management skills • Technical ability to manage and coordinate multiple stakeholders Desirable Experience • 1+ years previous leadership/management experience. • Use of Autodesk software • Strong Knowledge of, or experience using the following relevant software packages is an advantage ○ SKM Power Tools ○ PTW ○ ELEK SafeGrid
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ESSENTIAL COMPETENCIES (SKILLS & ATTRIBUTES)

• Demonstrated project engineering or project management skills including strong self-discipline and time management skills • Key stakeholder management utilising effective communication skills • Ability to deliver results under pressure

- Willingness to learn about our clients' businesses and markets so you understand our clients core business outcomes and how to present Waterline to our clients in a relevant context.
- Pragmatic approach to client problems
- Demonstrate effective organisation, planning and attention to detail
- Excellent report writing and presentation skills
- Effective problem-solving capabilities
- Ability to interpret Standards, Legislation, Acts and Codes
- Ability to work both collaboratively and independently
- Appropriate handling of confidential information
- Ability to coach, lead, motivate and develop your team
- Ability to address sensitive conversations and manage conflict/employee relations
- Active listener that can address and escalate employee concerns
- Well established interpersonal skills to support rapport building with the team
- Confident and effective decision maker

ESSENTIAL BEHAVIOURS

Your behaviour must be consistent with Waterline's values.



**BE WATERLINE
PROUD**



**TAKE
ACTION**



**EMBRACE
OWNERSHIP**



**ARE ALWAYS
CURIOUS**



**KEEP IT
SIMPLE**

KEY RELATIONSHIPS WITH

INTERNAL:

- Extended Leadership Team
 - Other Engineering Discipline Team Leads and Deputies
 - Executive Leadership Team
- Electrical, Instrumentation & Control team
 - Electrical Design Lead
 - Electrical Deputy
 - Direct Reports
 - Wider Waterline Electrical Team
- Operational support
- Other discipline teams
- Business Support
- Strategic Growth

EXTERNAL:

- Clients
- Sub-consultants
- Suppliers