



CERTIFIED | EXPERIENCED | ENGINEERING

POSITION DESCRIPTION

Position title:
RPEQ Civil Engineer

Reports to:
Civil & Structural Engineering Team Lead

Employment type:
Full-time

Date:
June 2026

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

waterlineprojects.com   

POSITION DESCRIPTION

POSITION TITLE: CIVIL ENGINEER	REPORTS TO: CIVIL & STRUCTURAL ENGINEERING TEAM LEAD Or such other person/s as the company may nominate from time to time.
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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. Using your technical and practical knowledge, you will strive to ensure quality and purpose in all deliverables.

The RPEQ Civil Engineer 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 ‘Operational Engineers of Choice’, we are required to, and our clients expect us to travel to their sites to support, interact and engage with personnel to deliver on their requirements. This may include but is not limited to completing audits, providing operational support, and commissioning support. This means fitting in and accommodating our clients’ work patterns, Health and Safety requirements and operational needs for their 24/7 operations.

POSITION DETAILS	Description of duties and responsibilities
ENGINEERING	- Identify when technical analysis methods and engineering software can be applied to solve our clients’ problems - Develop, review, update and modify civil designs including calculations, reports, and drawings - Ensure designs are compliant with Australian legislation, standards, client specifications, relevant international standards, and industry norms - Deliver engineering services to allocated budgets and timeframes, to help Waterline deliver valuable commercial outcomes - Manage specific projects from bid development to complete implementation as tasked above - 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 - Site visits, as required, to facilitate clients' requirements and support Waterline Engineering compliance, audits, delivery, and commissioning - Operational engineering support on projects including: - Civil works including roads, berms, levees, trenches, sumps, civil pads and grading for new infrastructure - Flood management plans - Water runoff and drainage calculations - Water retaining structures, including tailings dams - Capital works projects - Providing civil engineering services to achieve objectives against specified Key Performance Indicators (KPI) considering scope, quality, and safety considerations. These services are to be to allocated budgets and timeframes, which is how you will help Waterline to deliver valuable commercial outcomes - Provide advice and support across the business relevant to your professional area
BUSINESS DEVELOPMENT	- Be a champion of the Waterline Purpose, Values and Brand - Make initial contact with potential new clients by establishing networks and leads - Attend Client meetings and take briefs to develop project scopes and requirements that meet client needs - Track project progress, to be able to realise true project benefits - Maintain relationships with existing clients by delivering excellent service - Maintain existing client relationships and maintain contact - Site visits to projects as required to build relationships and deliver excellent service
REPORTING	- 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 Team Lead
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 (CIVIL)	Essential Experience 7+ years of relevant experience in Civil Engineering 1+ years' experience in a site-based role

• RPEQ DESIRABLE QUALIFICATIONS	• Knowledge of, or experience with the following: ◦ Microsoft Office suite • Demonstrated project engineering or project management experience • Technical ability to manage and coordinate multiple stakeholders Desirable Experience • Exposure to Australian Industry (Including Mining, Energy, Chemicals, Oil & Gas) • Civil 3D Software Knowledge
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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
 - Understand how to present Waterline to our clients in a relevant context
- Flexible attitude to rapid changing project requirements
- 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
- Good financial acumen

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 RELATIONSHIP WITH

INTERNAL:	EXTERNAL:
• Civil & Structural team ○ Team Lead ○ Peers ○ Designers ○ SMP Manager • Operational support ○ Job managers • Other discipline teams ○ Colleagues on multi-discipline projects • People and Growth ○ IT ○ Marketing and communications • New Business Team ○ New Business team members	• Clients • Technical Specialists