

POSITION DESCRIPTION

POSITION: Team Leader Development Engineering	
DIRECTORATE: Sustainable Communities	GROUP: Sustainable Places
SECTION: Development Assessment	REPORTS TO: Section Leader Development Assessment
GRADE: J	EMPLOYMENT TYPE: Permanent Full Time
HOURS/WEEK: 35	POSITION No.: 1045
DATE: July 2025	

OUR VISION

“Empowering the community and visitors to enjoy and grow our opportunities”.

OUR VALUES

We ensure that our Values are the foundation for everything we do.



iNnovate

Challenge the status quo in search of better outcomes.



Collaborate

Seek to understand different perspectives to problem solving.



Accountable

Take ownership and have the courage to call things out.



Respect

Mutual respect. No time for disrespect.



Empowering

Here to make a difference.

THE DIRECTORATE

The City Planning & Communities Directorate is focused on planning and providing for a thriving and vibrant regional city with active, connected and engaged communities. The Directorate is responsible for delivering our sporting and cultural facilities, along with providing strong land use planning frameworks to support appropriate development and building activity across the City.

THE GROUP/SECTION

Our Sustainable Places Group is responsible for overseeing the growth and conservation of our City, planning for our coastal areas and enhancing the long-term viability of our natural resources. The Group also provides development assessment, building certification as well as regulatory and compliance services for a range of City functions.

POSITION OBJECTIVES

- Lead and manage a team of Development Engineering professionals to ensure consistent, high-quality service delivery aligned with the City of Coffs Harbour's planning objectives, strategies, and statutory obligations.
- Oversee the assessment and inspection of civil works associated with new developments to ensure compliance with relevant engineering standards, regulations, and legislative requirements.
- Provide expert engineering advice on Development Applications and strategic land use proposals, contributing to the City's long-term spatial planning and place-making objectives.
- Fulfil statutory certification responsibilities on behalf of the City for civil infrastructure, ensuring timely and compliant approvals.

KEY ACCOUNTABILITIES

Work Health & Safety (WHS)

Contribute to a safe working environment by:

- Demonstrating safe workplace practices and behaviours and encouraging others to do the same.
- Reporting all incidents, near misses and hazards in accordance with the City's processes.
- Taking reasonable care for own health and safety and the health and safety of others in the workplace.
- Participate and contribute in WHS training and consultation as required and be supportive of the implementation and development of safe work practices.
- Compliance always with statutory and regulatory requirements and Australian Standards.

Customer Service

Promote a positive and professional image of the City through:

- Creating and maintaining good relationships with the Community and our stakeholder customers.
- Taking the time to understand the needs of customers and their expectations.
- Provision of clear, accurate and timely technical and general advice to Council, management, stakeholders and clients.
- Following up on both positive and negative feedback received.
- Considering customer service in all aspects of their duties.
- Continuously looking for ways to improve the level of customer service you deliver.

Community Engagement

Committed to active and appropriate engagement processes guided by the principles of:

- Informing – Giving information to the community where instructed.
- Consulting – Obtaining community feedback when requested.
- Involvement – Engaging directly with the community as directed.
- Partnership – Partnering with the community to create solutions.
- Enabling – Placing final decision making in the hands of the community and City of Coffs Harbour management

Learning and Development (L&D)

Support the City of Coffs Harbour as a high-performance organisation by:

- Participating in strategic learning and development initiatives.
- Undertake and participate in L&D initiatives that directly enhance and/or improve individual performance and contribute to the City's effectiveness.
- Take individual responsibility for own learning and engage in professional development.
- Participate in learning and development activities in accordance with the City's Training plan.
- Work collaboratively with the other staff to identify training needs and appropriate solutions.

Sustainability

- Consider the interconnections between economy, society and environment and ensure sustainability.
- Incorporate the City's Sustainability Policy and Climate Change Policy into daily operations whilst applying appropriate environmental laws and the management of cultural diversity in controlling the risk of serious or irreversible impacts on the environment, society and heritage values.

Continuous Improvement

- Supporting staff and the leadership team in the implementation of new and improved business processes.
- Support organisational initiatives including business and cultural change programs that progress the organisation towards the desired state.

Organisation Support

- Support the leadership and management by:
 - Embracing the organisations vision and values, so that they are demonstrated through behaviours, actions and attitudes.
 - Ensuring all appropriate City Policies and Procedures relating to employment, including Equal Employment Opportunity, Code of Conduct and Fraud & Corruption.
 - Ensuring the WHS responsibilities of the role are undertaken in accordance with the City WHS Responsibilities Statement, WHS legislation and other City Policies and Procedures regarding WHS.
 - Ensuring business records are maintained accurately and on time, in accordance with the City's Records Management Policy.
 - Providing valued team contribution, coupled with performance and behaviours consistent with a positive and productive work environment.

KEY AREAS OF RESPONSIBILITY

- Lead and manage the Development Engineering team, fostering a high-performing, collaborative, and accountable culture aligned with the City's values and strategic direction.
- Provide clear direction, coaching, and support to team members, ensuring capability development, performance management, and readiness for future organisational needs.
- Oversee the assessment, determination, and certification of civil infrastructure associated with development applications, including Construction and Subdivision Works Certificates.
- Provide expert engineering advice on development proposals, including pre-lodgement discussions and strategic land use planning, to ensure infrastructure outcomes meet the City's objectives and community expectations.
- Coordinate and quality-check the provision of specialist internal advice on development applications (e.g., stormwater, flooding, traffic, and open space) to inform engineering conditions and approvals.
- Ensure development projects comply with relevant statutory requirements, the City of Coffs Harbour's engineering standards, and conditions of development consent.
- Monitor team workflows, referral outcomes, and service standards to ensure efficient, responsive, and high-quality service delivery to internal and external stakeholders.
- Lead the development, implementation, and continuous improvement of policies, procedures, and engineering guidelines relevant to development assessment and infrastructure delivery.
- Maintain strong stakeholder relationships, including with the development industry, by ensuring clear communication of the City's policies, technical standards, and process updates.
- Represent the City in court proceedings, including the Land and Environment Court, and act as an expert witness or advocate where required.
- Support the integration of digital systems (e.g., ePlanning, eBusiness tools) that enhance application, assessment, and customer service processes.
- Provide timely, accurate advice and reporting to the Section Leader and senior management on team performance, legislative changes, and industry developments impacting development engineering.
- Undertake other tasks/duties as directed by your leader – that are within the skills, capability and training of the employee.

KEY RELATIONSHIPS

Internal

- Director City Planning and Communities
- Group Leader Sustainable places
- Section Leader Development Assessment
- Development Engineering Team
- Other City Staff

External

- Development Industry representatives

OTHER POSITION REQUIREMENTS

- Based on a 35 hour week, working hours are Monday to Friday between the hours of 06:00 and 19:00. Actual start and finish times are to be arranged with the People Leader.
- Flex time may be available in accordance with City procedures.
- Work may be required to be undertaken outside of ordinary working hours as agreed with your People Leader. Payment will be in accordance with the Award and the City's Enterprise Agreement (EA).
- The following allowances apply where the position requirements and/or nature of work meet the criteria for payment in accordance with the Award or the City's EA:
 - Civil Liability Allowance
- This position is delegated with certain powers, authorities, duties and functions under the City's Delegations of Authority in accordance with the Local Government Act.
- This position is located at Yarrila Place, 27 Gordon Street, Coffs Harbour with the requirement to attend and/or work at other sites/locations having regard to the nature of the role.
- This position involves working in a predominantly indoor environment and using a computer is considered a core component of the role. There may be occasional visits to other work locations. The position requires an average level of aerobic and physical fitness to undertake occasional physical activities, including manual handling tasks as part of a normal working environment. A medical assessment will be required to be completed prior to commencement.

QUALIFICATIONS/LICENCES/EXPERIENCE

Essential

- Degree or equivalent in Civil Engineering or equivalent
- National Construction Industry Induction (Whitecard).
- Current Class C Driver's Licence.

Desirable

- Previous Local Government experience.

CAPABILITIES

- Demonstrated, significant experience, in development engineering related matters.
- Demonstrated experience in leadership, supervision and management of staff
- Demonstrated experience and knowledge in undertaking Development Assessments under the Environmental Planning and Assessment Act 1979.
- Demonstrated high level of interpersonal, oral and written communication skills.
- Demonstrated ability and commitment to working in a team environment.
- Demonstrated keyboard skills and well-developed computer literacy.
- High level time management skills

Position Demands Analysis

**Team Leader Development
Engineering**

EXPOSURE RATING TABLE			
No exposure	Low Exposure	Medium Exposure	High Exposure
0 hrs daily	0-2 hrs daily	2-4 hrs daily	4-8 hrs daily
0	1	2	3

PHYSICAL REQUIREMENTS					
<i>All Lifting to be undertaken using effective risk based manual handling techniques.</i>					
Sedentary work lifting 0 - 4.5kg	1	Elevating arms above shoulder height	1	Climbing to access / exit excavations	1
Light work lifting 4.5 - 9.1kg	1	Extend arms for reaching	1	Kneeling for extended periods	0
Medium work lifting 9.1 - 22.7kg	0	Sitting for extended periods	3	Crawling	0
Heavy work lifting 22.7 - 45.5kg	0	Standing for extended periods	2	Balancing	0
Repetitive Lifting	1	Walking for extended periods	2	Hearing above background noise	1
Pulling Loads > 5kg	1	Walking on uneven ground	1	Depth perception	1
Pushing loads > 5kg	1	Frequent bending / stooping	1	Colour vision	1
Lifting with trunk twisting	1	Shovelling / digging	0	Fine manipulation	2
		Throwing	0		
USE OF PERSONAL PROTECTIVE EQUIPMENT					
Safety boots / shoes	1	Dust Mask / Respirator	0	Reflective vest	2
Hard hat	1	Protective eyewear	0	Breathing Apparatus (BA)	0
Ear plugs / muffs	1	Gloves	0		
EXPOSURES					
CHEMICALS		CHEMICAL NAME/TYPE		BIOLOGICAL	
Dusts	1			Odours / Mists / Fumes	1
Liquids	1			Possible exposure to sharps	1
Herbicide spraying	0			Possible exposure to Q Fever	0
Pesticide spraying	0			Possible exposure to Tetanus	0
Gases / Vapours	1			Possible exposure to Hepatitis A, B, C	0
Working with solvents	1			Possible exposure to blood / bodily fluids	0
				Possible exposure to plant pathogens	0
PHYSICAL/PSYCHOLOGICAL					
Inside work	3	Working near machinery	1	Slippery surfaces	1
Outside work	2	Operating machinery	0	Low light areas	1
Confined spaces	0	Vibration	0	Shift work	0
Working alone	3	Working at heights	0	Use of computer for screen-based activities	3
Working with hot substances	0	High Temperatures > 38 degrees	0	Prolonged driving periods > 2hrs	1
Working with cold substances	0	Low Temperatures < 3 degrees	0	Violence / aggression from customers	1
Noisy work areas	1	Fatigue	1	Violence / aggression from animals / wildlife	1