

Career Development Program for Engineering

Regional Services | Water & Waste | Liveable Communities

What is Council's Engineering Career Development program?

Tamworth Regional Councils' Engineer Career Development program is designed to offer Engineers the opportunity to gain broader and mutually valuable skills and experience through a structured program which enables you to work with Senior Engineers in a diverse range of engineering functions available within the Regional Services, Water & Waste and Liveable Communities Directorates.

Why work with TRC?

It is an exciting time to join us at Tamworth Regional Council with a recently adopted plan for the future of the region, 'Blueprint 100'. This is our strategic vision for growth as a region, as we plan for how the city and the region will sustainably accommodate a population of 100,000 people, focusing on liveability, community and required infrastructure, among other things.

We are a large and vibrant regional Council with over 600 employees who service our community in a diverse range of areas. We are passionate about building our people, offering career growth through learning and development, greater work-life balance as well as opportunities to leave a legacy for our community for the generations to come. We look forward to the future and we want you to join us!

This program concentrates on three main focus areas within the 'Blueprint 100' strategy:



What will I experience in the program?

The program is designed to maximise the skills and experience engineers will gain in this program. Engineers will generally rotate between functions every 12 to 18 months at the discretion of the Director and relevant Managers.

Areas of Engineering and the associated functions within this program include:

Regional Services

Engineering Disciplines | Civil Construction, Civil Operations, Projects, Strategy, Assets & Design and Operations & Strategy.

- investigation, design and pre-construction activities;
- tenders and contracts;
- project management;
- staff management (outdoor day labour staff);

- traffic engineering;
- roads and drainage operations;
- grant application and management;
- quality control and WHS;
- knowledge of administration of Council's asset management system as it relates to roads, drainage, buildings, bridges, carparks, parks and gardens;

Water & Waste

Engineering Disciplines | Water Operations, Headworks, Distribution, Projects & Services and Projects & Infrastructure.

- investigation, design and pre-construction activities;
- water and sewer distribution operations;
- staff management (supervision and engineering support of operational staff);
- tenders and procurement contracts;
- water treatment process maintenance and operations;
- Council's Drinking Water Quality Management Plan for Council's water supplies;
- knowledge of administration of Council's asset management system as it relates to water and sewer;

Liveable Communities

Engineering Disciplines | Development Engineering.

- knowledge of the development process as it relates to roads and drainage.

How will I be remunerated?

Council offers a structured method of Salary Progression, recognising the skills and experiences already developed and demonstrated. You will also receive 3.5% Civil Liability allowance in addition to your Salary.

For suitably qualified employees, the salary range for the position will commence at Grade 16 and access to Grade 19 rates of pay is available subject to satisfactory performance and demonstration of skills and experience defined for the rotation, with progression between grades occurring in line with Council's salary progression.

What TRC Engineers say!

"I completed two rotations within the rotation program and some of the highlights for me were the camaraderie and knowledge sharing between the rotation engineers, support and mentorship provided by all the senior engineers across the directorates, and the wide array of projects I was lucky enough to work on, which made every day interesting."

- **James McLoughney**

Senior Projects & Infrastructure Engineer

**Invest in your future today and join our Engineer Career
Development program now!**