

Position Description

Title	Crew Leader – Engineering Construction		
Directorate	Infrastructure Services		
Business Unit	Engineering Services		
Agreement	City of Joondalup Outside Workforce Enterprise Agreement 2025		
Classification	F		
Reports To	Senior Team Leader - Engineering Construction	Direct Reports	0-5
Internal Relationships	<ul style="list-style-type: none"> • Engineering Services • Parks and Natural Environment • Asset Management • Waste Services • All other relevant business units 	External Relationships	The City of Joondalup has numerous customers with a wide range of service needs including residents, local businesses, contractors, rate payers, community groups, visitors and government departments.

Our Vision

“A Global City: Bold, Creative and Prosperous”

Our Distinguishing Values

- **Bold** – We will make courageous decisions for the benefit of the community and future generations.
- **Ambitious** – We will lead with strength and conviction to achieve our vision for the City.
- **Innovative** – We will learn and adapt to changing circumstances to ensure we are always one step ahead.
- **Enterprising** – We will undertake ventures that forge new directions for business and the local economy.
- **Prosperous** – We will ensure our City benefits from a thriving economy built on local commercial success.
- **Compassionate** – We will act with empathy and understanding of our community’s needs and ambitions.

Position Purpose

- The Crew Leader - Engineering is responsible for providing direction and guidance to the Engineering Construction team to ensure delivery of scheduled programs and reactive maintenance.

Stakeholder Engagement

- Operate as a part of a team, providing high quality customer service to residents and members of the public.
- Contribute to the achievement of corporate objectives by ensuring all stakeholders are dealt with in a professional and timely manner.

Corporate Responsibilities

- Demonstrate and champion behaviour that is consistent with the City’s values.
- Through the delivery of outstanding service, maintain the City's reputation of customer service excellence.
- Work in a safe manner that will not endanger the health and safety of yourself, other workers or members of the public.
- Meet Work Health and Safety (WHS) and other legislative requirements in accordance with the parameters of the position.
- Report unsafe practices or hazards to supervisors or WHS representatives immediately.
- Support and promote a safe working environment, ensuring that safe working conditions and practices are in place at all times by taking personal ownership of safety.

- Carry out duties in accordance with the City's Code of Conduct and the protocols, procedures and guidelines that support it.
- Recognise our legal and moral responsibilities in keeping children safe from harm and promoting their best interests. It is expected that this position will adhere with the above statement and reporting obligations whilst completing their duties.
- Carry out all other duties as deemed reasonable and appropriate to the scope and classification of the role as directed from time to time.
- The City of Joondalup is an Equal Opportunity employer, committed to promoting fairness, equity, diversity and inclusion. We welcome applications from people with diverse cultural backgrounds and abilities, for advertised positions.

Key Position Responsibilities

- Undertake activities in accordance with the business unit plan, project plan, other relevant plans and budgets and within agreed timeframes.
- Ensure all works are undertaken in a productive and timely manner in accordance with City guidelines, ISO 9001, specifications, procedures and adopted practices.
- Ensure diligence in relation to the use and user maintenance of plant and equipment in accordance with manufacturer's instruction and safe operating procedures.
- Ensure that traffic management operations are conducted safely and in accordance with the current Main Roads Code of Practice.
- Customer service is delivered in accordance with the City's Customer Service Charter and relevant protocols and procedures.
- Comply with Work, Health and Safety (WHS) legislation, City protocols, procedures and other WHS related requirements, and actively support the City safety systems.

Accountability and Extent of Authority

- Works under general supervision.
- Responsible for quality and standard of work performed, including productivity and safety.
- Responsible for materials, tools, equipment, vehicles and plant in the employee's use and used by others under their supervision.
- This position operates within clearly established procedures and guidelines.
- Responsible for quality control/assurance procedures, including to recognise and correct quality deviations and/or faults.
- Responsible for the quality and standard of work performed, including work of other employees (or including productivity and safety).
- Solutions to problems may require initiative and judgment. Assistance available from Supervisor / Senior Team Leader.
- Responsible for providing employees under their supervision with on-the-job training and guidance.
- Responsible for productivity and efficiency of work groups supervised.
- Required to set daily tasks and work instructions for subordinates within defined constraints.

Key Result Areas

Service Delivery	<ul style="list-style-type: none"> • Ensure the engineering team provides construction services to the City's infrastructure and assets. • Regularly monitor the condition the City's infrastructure and assets to determine work requirements. • Provide support to Supervisor / Senior Team Leader. • Carry out scheduled programs and reactive maintenance of the City's infrastructure and assets to relevant standards and within allocated time frames. • Update work orders and allocated tasks through the City's electronic work management system /device. • Identify faults and required maintenance on the City's infrastructure and assets and report through the City's electronic work management system /device. • Actively contribute improvement suggestions for processes and procedures. • Comply with the City's processes, work practices and documentation to support maintaining Quality Management System and ISO 9001 certification.
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	<ul style="list-style-type: none"> • Display attitudes and behaviours that support a culture of continuous improvement across the Infrastructure Services Directorate. • Perform other duties as requested within the scope of this level in accordance with skills, knowledge and experience.
Fleet and Equipment Maintenance	<ul style="list-style-type: none"> • Operate fleet including truck and/or trailer, and plant equipment to carry out Engineering Services scheduled and reactive maintenance. • Operate and maintain machinery and plant equipment in accordance with manufacturer's instruction and safe operating procedures. • Report any defects, loss or damage to machinery or equipment to Supervisor / Senior Team Leader.
Resource Management	<ul style="list-style-type: none"> • Resources are shared with others to achieve Parks and Natural Environment, Engineering Services, Waste Services and Asset Management programmed works.

Classification Descriptors

Skills	<ul style="list-style-type: none"> • Effective interpersonal and communication skills with the ability to co-operate with employees and members of the public. • Ability to use initiative whilst working in a team environment or independently with limited supervision. • Effective time management and organisational skills with the ability to follow instructions, prioritise tasks and manage multiple tasks or projects. • Demonstrated flexibility and problem-solving skills with a high attention to detail. • Demonstrated intermediate level of computer literacy including the ability to operate a handheld device. • Ability to supervise a crew of up to five employees on day to day operational tasks. • Demonstrated technical skills in engineering operations and/or construction maintenance. • Advanced technical skills and demonstrated ability to adhere to engineering designs/plans in operating construction plant and equipment including the following: <ul style="list-style-type: none"> ◦ Excavator. • Ability to read and interpret construction plans, work instructions and relevant technical documents.
Knowledge	<ul style="list-style-type: none"> • Manual handling techniques, methods and practices. • Mechanical knowledge of operational plant. • Traffic Management. • Work Health and Safety requirements relevant to the role including Material Safety Sheets. • Engineering construction and maintenance practices. • Plant and equipment related to engineering operations including adhering to engineering designs/plans.
Experience	<ul style="list-style-type: none"> • Minimum of two years' experience in operating engineering construction plant and equipment with demonstrated ability to adhere to engineering design. • Traffic management. • Working within a team environment completing designated work tasks to expected standards within relevant timescales, whilst providing direction to external parties where appropriate. • Providing excellent customer service. • Providing on-the-job training of employees. • Supervising and prioritising the work of employees. • The use of plant, equipment and materials associated with engineering construction.
Qualifications / Clearances	<ul style="list-style-type: none"> • WA MR or HR Class Drivers Licence. • Current Excavator Operator Ticket (Desirable). • Construction Safety Induction Card (White Card). • Relevant leadership qualification and/or demonstrated relevant experience. • Basic Traffic Management and Traffic Control Certificates (or obtained within the first 3 months of appointment to position).

	<ul style="list-style-type: none">• Current First Aid Certificate including CPR (HLTAID011 and HLTAID009) (or obtained within the first 3 months of appointment to position).
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