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### Principal Bridge Engineer

#### Primary Objective of Position

The Principal Bridge Engineer ensures that the Bridge planning and design services are delivered efficiently and effectively and consider the safety and well being of the public, users etc.

#### Key Outcomes

The Principal Bridge Engineer will be accountable for the following outcomes:

- 1) Leadership and management of the Bridge planning and design department and its resources
  - # Establish the budget
    - # Manage the resources within the budget
    - # Monitoring of expenditure including variations and adjustments
  - # Management of the Performance measures
  - # Project/program implementation
    - # Establish project plan
  - # Monitoring and management of staff
  - # Staff development
- 2) Bridge technical services provided
  - # Technical expertise available
  - # Bridge procedures and processes developed in accordance with policies
- 3) Informed management.
  - # Program/project achievement
  - # Budgetary reporting
  - # Operational changes
  - # Incidents and events
- 4) Compliant Bridge departmental operations
  - # PWD operational compliance
  - # Statutory compliance - laws and regulations
    - # Health, safety and environment compliance
  - # Design standards compliance e.g standards and conformance
- 5) Continual improvement:
  - # Growth in competence of departmental HR resources
  - # Improvement in compliance (audit)
  - # Increased efficiency and effectiveness (continuous improvement in PMS)
    - # Improved budgetary control and variations
  - # Responsiveness of reporting
  - # Customer satisfaction improvement
  - # Staff satisfaction improving (+ve OHI trend)
- 6) Demonstration of the PWD image and value standards
  - # Cooperative management team –cross functional
  - # Efficient and effective team that is OH&S and environmentally aware

Duties / Responsibilities (Describes key competencies required to achieve performance levels)

Competence

Competence Description

Business

Strategic Development	Predict issues and formulate potential courses of action to develop and achieve the organisational goals.
Risk Management	Implement and manage a risk assessment program.
Planning	Develop an operations plan to define specific objectives.
Systems and Procedures	Undertake defined modifications/reviews to procedures; draft manuals/instructions.
Documentation	Present information in a report that explores the links between the issues and draws conclusions.

Customer

Commercial Focus	Analyse the cost aspects of a work area / project and determine its commercial viability.
Quality Focus	Develop quality standards for the organisation.

People

Leadership	Achieve the vision by establishing clear objectives and empowering units to achieve.
Facilitation	Define the work/problem in broad terms empowering teams to establish objectives, shares accountability.

Professional

Technical Strength	Develop the technical solution for a situation using fundamental principles and theory - technical adviser.
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Interactions

External	Government Officials Line Ministries Auditors Suppliers Landowners Provincial Councils' City and Town Councils Associations / Unions Contractors
Internal	Regional and Headquarters Management team All staff

## Person Specifications:

### Qualifications

#### Preferred

Degree Structural or Civil Engineering (with structural experience)

#### Desirable

Higher Degree incl. Post Grad Cert or Dip Technical specialisation - structures and foundation engineering

### Requirements

#### Language Proficiency

Excellent command of English

#### Professional Associations

Membership of Professional Engineers Institute (recognised)

#### Regulatory Compliance Requirements

Drivers Licence

### Work Knowledge and Experience

Design and construction experience is essential

A competent Bridge Engineer is likely to have over 5 years specialised experience

### Personal Attributes :

#### Attribute Type

#### Attribute

Behavioural

Accountable  
Customer Focused  
Detail Oriented

Interpersonal

Self Sufficient and Assured  
Team Oriented

Thinking

Challenger  
Decisive  
Disciplined / Systematic  
Initiative

### How to apply:

Online applications preferred but if necessary email your application to [pwdjobs@pacificrecruit.com](mailto:pwdjobs@pacificrecruit.com)

**Closing Date:** Friday, 6 November, 2009