
Principal Mechanical Engineer

Primary Objective of Position

The Principal Mechanical Engineer ensures that the mechanical design and support services are delivered efficiently and effectively and consider the safety and well being of the public, users etc. This includes plant, machinery and equipment as well as fleet management.

Key Outcomes

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

- 1) Leadership and management of the mechanical planning, design and support services 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) Mechanical technical services provided
 - # Technical expertise available
 - # Mechanical services e.g. air-conditioning, pumps etc
 - # Plant and equipment
 - # Fleet management
 - # Mechanical procedures and processes developed in accordance with policies
- 3) Informed management.
 - # Program/project achievement
 - # Budgetary reporting
 - # Operational changes
 - # Incidents and events
- 4) Compliant Mechanical 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

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

Competence

Competence Description

Business

Risk Management

Implement and manage a risk assessment program.

Planning

Develop an operations plan to define specific objectives.

Resource Management

Establish and adjust the resource levels to achieve organisational targets and 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.

Relationship Building

Build long-term relationships working as a trusted advisor.

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.

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 Mechanical Engineering

Desirable

Higher Degree incl. Post Grad Cert
or Dip Technical specialisation

Requirements

Language Proficiency

Excellent command of English

Professional Associations

Membership of Professional Engineers Institute (recognised)

Regulatory Compliance Requirements

Drivers Licence

Work Knowledge and Experience

Mechanical design and services experience is essential

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

Plant, equipment and machinery including vehicles and fleet management

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

Closing Date: Friday, 6 November, 2009