



Position Overview

Position Title	Unit Leader Mechanical and Electrical Projects
Business Unit	Customer Delivery
Remuneration Type	Total Rewards
Reports to	Area Manager South
Direct Reports (role)	Project Systems Officer(s), Electrician, Field Technical Officer Project Services, Apprentice Electrical
Location (s)	Flexible
Success Profile	1.6 Trade Role Success Profile
Delegation Level	Level 5

Our Values



INNOVATION

We seek new ways of doing things better



HONESTY AND INTEGRITY

The work we do is always and only in the best interests of our customers, stakeholders, community and the environment



RELIABILITY

We mean and do what we say



ONE TEAM

No one succeeds at the expense or exclusion of others



EFFICIENCY

We don't waste time, money or effort



SAFETY

We think, walk and talk safety every day



Behavioural Capabilities



SAFETY

I work safely, and encourage my team members to do the same



AGILITY

I seek new and better ways of doing things



CUSTOMER CARE

I consider how customers are affected by my work



COLLABORATION

I am a team player – we are better together



ACCOUNTABILITY

I mean and do what I say

Leadership Capabilities



Builds Safe Teams

I empower my team to be safe



Holds Continuous Conversations

I create space to have regular conversations with my team members



Inspires Purpose

I connect and guide my team towards our shared goals



Creates Great Team Experiences

I create an inclusive and engaging workplace

Position Purpose

Provide leadership in the delivery of efficient mechanical and electrical projects and services to achieve Unitywater's objectives.

Position Accountabilities

The position will provide leadership to the Mechanical and Electrical (M&E) Unit to ensure a safe and engaged workforce that delivers commercially prudent and efficient outcomes consistent with Unitywater's Customer Charter.

Key functions of the role include:

- Proactively manage the delivery of M&E minor capital projects and major corrective works.
- Contract manage M&E maintenance service and supply contracts in consultation with the Branch Leadership Team.
- Meet annual unit budget by effectively delivering the work plan (planned, corrective maintenance and minor capital works) and managing staffing levels, equipment, and purchases.
- Assist in the preparation of annual budgets by providing analysis on expenditure and identifying efficiencies and improvements that can be implemented.



- Meet unit performance objectives in a sustainable manner.
- Deliver M&E continuous improvement initiatives to contribute to M&E targets set out in the Annual Business Unit Plan and Unitywater's Annual Business Plan.
- Managing and engaging electrical contractors to complete routine servicing on different M&E infrastructure to ensure maximum efficiency and cost savings.
- In conjunction with the Network Operations Branch, Capital Delivery Branch and Site Planning Officer, proactively manage mechanical/electrical projects for Unitywater's water distribution, recycled water, and sewage collection networks.
- Plan all work allocation and develop rosters to effectively manage staff resources to meet identified work demands.
- Ability to communicate and make decisions on behalf of the business with multiple stakeholders both internal and externally with regards to the electrical standards.
- Provide recommendations to the Mechanical and Electrical Area Manager South to ensure maintenance of service standards to enable water supply and sewerage systems to be operated at maximum efficiency and lowest cost, with minimised environmental impacts.
- Provide recommendations to M&E Planning to continuously improve the delivery of maintenance work services and schedules.
- Review electrical drawings to ensure both regulatory and Unitywater's electrical standards and specifications are maintained.
- Work with the HR Business Partner to proactively manage staff to optimise team capability.
- Provide advice and sign-off to Capital Delivery and Development projects to assist in ensuring assets are installed and commissioned in accordance with Unitywater's M&E technical standards and operational requirements.
- Work in conjunction with Learning and Development to identify and co-ordinate unit training for safe execution of electrical works and compliance with all relevant Acts, regulations, and codes of practise.
- Work with M&E to ensure all electrical documentation is maintained and updated.
- Ensure appropriate risk and compliance management action plans are implemented and monitored.
- Establish and implement remediation actions to manage compliance with KPIs and ensure continuous improvement.
- Implement and manage Performance Development Plans for all members of the M&E unit.
- Meet relevant ISO standard.
- Support and role model the WH&S policies, procedures, and practices of Unitywater as amended from time to time.
- Participate in Unitywater safety audits and inspections to demonstrate visible safety leadership and participation.
- Such other relevant duties as required from time to time which would generally fall within the skill and knowledge requirements for this position.



Key Relationships

Key working relationships internal and external to Unitywater are:

- Mechanical and Electrical Team
- Asset Knowledge & Performance
- Infrastructure Standards Team
- Network Operations
- Operations Planning
- Treatment Plant Branch
- External Contractors & Suppliers
- People Culture Safety

Capability Requirements

A **mandatory requirement** of this role is:

- **Electrical:** Certificate III in Electrotechnology Electrician (UEE30811) or equivalent associate diploma
- Certificate III in Instrumentation and Control (UEE31211) or prepared to gain qualification.
- Hold, or be capable of obtaining through technical qualification, nominee status on the current Unitywater Electrical Contractors Licence QLD. And / or 5-10 years' experience in a similar role.
- Cert IV Frontline Management or willing to obtain.
- Excellent understanding of AS/NZS 3000:2018 standards.
- Proven ability to effectively influence a unionised field-based workforce to optimise safety and maximise productivity.
- Experience with supervising and mentoring of apprentices.
- Capability to manage budgets in excess of \$1 million.
- Demonstrated understanding of M&E service delivery activities in the water industry
- Demonstrated understanding and knowledge of water supply, sewerage and recycled water operation and maintenance activities.
- Demonstrated understanding and knowledge of sewerage treatment processes.
- Demonstrated understanding and knowledge of mechanical and electrical industry workplace health and safety compliance and regulatory requirements.
- Good understanding of contract management.
- Technical capability to contribute to the management of emergency response situations.
- Demonstrated ability to effectively present information clearly in written or oral form.



- Demonstrated ability to build long-term relationships with stakeholders, peers and team members.
- Proven negotiation and conflict resolution skills
- Demonstrated ability to lead change to deliver business outcomes.
- Proven time and resource management skills to deliver efficient scheduling and rostering.
- Demonstrated computer literacy skills (MS Office and Unitywater's enterprise asset management systems)
- C Class Driver's License.