

ROLE DESCRIPTION

ROLE

Graduate Water Engineer

ROLE PURPOSE

The Graduate Water Engineer supports the successful delivery of water infrastructure projects. Working across the project lifecycle, the role contributes to the planning, investigation, design, and delivery of complex engineering projects that:

- support safe and reliable drinking water services,
- protect human health and the environment through effective wastewater and stormwater management, and
- improve community resilience to flood hazards and climate impacts.

The Graduate Water Engineer delivers high-quality technical outputs that meet client expectations while maintaining strong health, safety, quality, and environmental standards.

DEVELOPMENT AND GROWTH

The Graduate Water Engineer will be supported to build technical capability, broaden project delivery experience, and progress toward Chartership by providing opportunities to:

- Develop technical expertise across drinking water, wastewater, and stormwater projects.
- Work across the full project lifecycle, from planning and investigation through to design and delivery.
- Work closely with Senior Water Engineers on projects, gaining exposure to Civil, Mechanical and Environmental disciplines.
- Receive mentoring and coaching from experienced engineers, including seven Chartered Professional Civil and/or Water Engineers.
- Progress toward Chartered Professional Engineer (CPEng) status through structured on-the-job development, technical oversight, and practical project experience.

TEAM ENVIRONMENT

The Graduate Water Engineer operates within a national, multidisciplinary engineering team delivering infrastructure projects across New Zealand.

The role forms part of a small yet ambitious team of 18 Water Engineers nationwide, including three based in Wellington, and works closely with Civil, Mechanical, and Environmental Engineers to deliver integrated engineering outcomes.

A collaborative team culture is fostered through regular in-person events, technical engagement, and work-away days, creating opportunities to build relationships, share knowledge, and learn from colleagues across offices and disciplines.

Vitruvius

MISSION, VISION & VALUES

To be successful at Vitruvius and in this role, all employees must be aligned to and embrace our mission, vision, and values so that we work as a collective towards a common purpose.

Our vision is for Vitruvius to become widely known as the most valuable group of experts in the industry. For every client to value us as an integral component of their business, enabling the fullest expression of our ability.

Our mission is to empower our team to build trusted and valued partnerships with clients who see the value in our unique relationship business ethos. We believe likeminded, quality relationships produce better outcomes for our customers and allow us to produce our best work.

Our values, what we live by!



- Committed to connection
- Believe in bravery
- Continually improving
- Strength in diversity
- Enjoy the adventure

KEY RELATIONSHIPS & ORGANISATION STRUCTURE

Line Manager:	Service Leader – Civil and Water Engineering
Responsible for:	n/a
Internal relationships:	All employees
External relationships:	Key Clients, Partnership Consultants, Service Providers, Third Party Contractors, Public

DIMENSIONS AND SCOPE

Contract Type:	Permanent full time
Location:	Wellington
Level:	2 / 3

KPIS

- Billability target 32 billable hours per week*
- On time delivery
- Minimal errors and omissions
- Quality delivery of outputs
- Positive safety culture/no incidents

**Based on a typical full working week (no leave, public holidays, team events or training)*

KEY ACCOUNTABILITIES

1. HEALTH, SAFETY & WELLBEING

- Complete all required Health, Safety and Wellbeing (HSW) training and maintain awareness of relevant policies, procedures, and obligations.
- Take reasonable care for personal health and safety and ensure actions or omissions do not adversely affect others.
- Follow reasonable instructions and comply with organisational and project-specific HSW requirements.
- Use appropriate safety equipment, tools, and systems when required.
- Identify, report, and respond appropriately to hazards, risks, incidents, and faulty equipment.
- Comply with client and third-party HSW requirements while undertaking project work.
- Exercise the right and responsibility to stop or raise concerns regarding unsafe work practices.

2. QUALITY & IMPROVEMENT

- Promote and support consistent application of the QMS within the role's area of responsibility.
- Monitor quality performance, identify risks/issues, and escalate or act as required.
- Support corrective actions, continuous improvement, and lessons learnt.
- Ensure relevant reviews, checks, approvals, and records are completed.

3. TECHNICAL DELIVERY

- Deliver engineering assessments, analysis, and design outputs for water infrastructure projects under the guidance of Senior Engineers.
- Prepare high-quality technical documentation including:
 - Design and technical reports
 - Design drawings and models
 - Cost estimates and technical specifications
 - Contract documentation
 - Proposals, offers of service, and bid submissions
- Contribute to project delivery in accordance with agreed scope, programme, budget, and quality expectations.
- Support the Safety in Design (SiD) process and incorporate safe design principles into project outputs.
- Undertake site visits and inspections to:
 - Collect site information, measurements, samples, photographs, and field observations
 - Monitor construction progress and compliance with design intent
 - Support construction monitoring and Engineer to Contract activities where required
- Participate in project meetings and contribute to documenting actions, decisions, and project outcomes.
- Support project planning and delivery through review of construction programmes and tracking progress against project milestones.

4. RELATIONSHIP MANAGEMENT AND TEAMWORK

- Build and maintain positive working relationships with colleagues, and project-based relationships with clients, partners, and other stakeholders.
- Communicate proactively and professionally with team members and clients regarding project progress, issues, and opportunities.
- Contribute to maintaining strong client relationships through reliable delivery and responsive service.
- Seek and provide constructive feedback to support individual and team performance.
- Work collaboratively across disciplines and offices to share knowledge and contribute to consistent technical outcomes.
- Contribute positively to team culture by demonstrating professionalism, inclusion, respect, and accountability.

PERSONAL PROFILE AND SPECIFICATIONS

KNOWLEDGE, EDUCATION AND EXPERIENCE

Essential	Desirable
• Degree in Civil Engineering, Environmental or Natural Resources (Washington accord equivalent). • 0-3 years of experience in engineering environment. • High level of computer literacy. • Project reporting and documentation. • Strong communication skills. • Working towards Chartership.	• Consultancy work experience. • 12D, Civil 3D, Revit, AutoCAD, and ArcGIS experience. • Understanding of NZ based standards, guidance and relevant legislation.

ATTRIBUTES AND BEHAVIOURAL COMPETENCE

Essential	Desirable
• High level of integrity. • Looking for strong professional development. • Able to speak up when it matters. • Able to ask for help. • Able to manage pressure in work environments. • Self-motivated and self-directed.	• Leadership position experience. • Able to adapt and respond to change.