

ROLE DESCRIPTION

ROLE

Senior Civil Engineer – Land and Energy

ROLE PURPOSE

The primary purpose of the Senior Civil Engineer – Land and Energy is to provide technical leadership and drive the successful delivery of projects within the land development and energy sectors. This role is responsible for ensuring that projects meet client requirements, are delivered to the highest standards of quality, and are completed on time and within budget. By leveraging established client relationships and a strong professional reputation, the Senior Civil Engineer will represent Vitruvius with integrity and professionalism, consistently achieving outcomes that align with both client expectations and the company's commitment to excellence.

The role will provide technical expertise and project leadership in land development, energy generation projects, and civil infrastructure projects, accountable for project deliverables and for guiding other technical staff on best practice and delivery.

Success in the role requires a strong understanding of client needs, ways of working, and expectations, as well as compliance with client specifications, while also growing the technical capability within Vitruvius and strengthening its standing in the sector through leadership and knowledge.

While the primary focus is land development, the role is also expected to support Vitruvius' strategic entry into the renewables market.

Above all, the role will be a safety leader, ensuring implementation and adherence to safety plans, HSE legislation, codes, and practices.

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. Because we believe likeminded, quality relationships produce better outcomes for our customers and allow us to produce our best work.

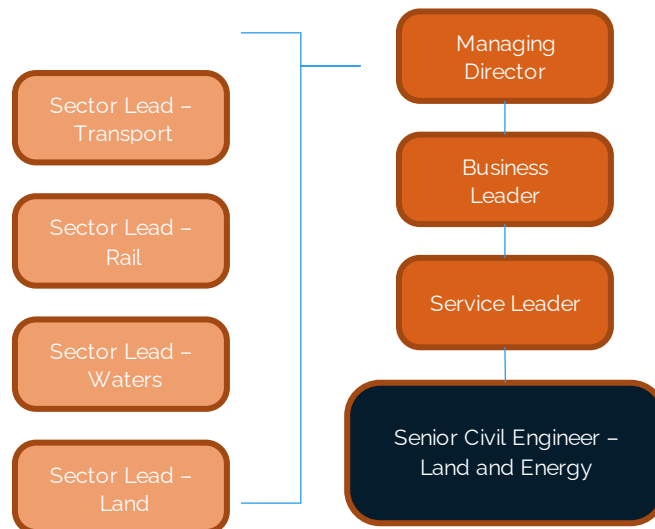
Our values, what we live by!



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

KEY RELATIONSHIPS & ORGANISATION STRUCTURE

Line Manager:	Business Leader - Tauranga
Direct Reports:	n/a
Internal Relationships:	All employees
External Relationships:	Clients, Partnership Consultants, Service Providers, Third Party Contractors, Public



ORGANISATION CONTEXT

The nature of business that Vitruvius operates is to deliver client projects and outcomes, and we recognise that each project has different capabilities and requirements. For each project a project team



is established which may be considered as a temporary organisation structure and can be illustrated below. The Principal – Land and Survey will be assigned to a role within the Project Team which may include Technical Verifier, Project Leader or Senior Engineer when working on client projects,

DIMENSIONS AND SCOPE

Role type:	Permanent
Location:	Tauranga (preferred), Wellington, Auckland
Level:	8

KEY ACCOUNTABILITIES

1. HEALTH, SAFETY & WELLBEING

- Comply with site operating rules, processes and procedures to prevent project incidents
- Identify, control and report hazards, incidents, emergency situations, environmental incidents and unsafe behaviours to the site manager and your line manager immediately
- Take responsibility for personal safety and that of other employees, contractors and visitors within your work environment to avoid accidents and incidents
- Review all safety communications, changes to codes and practices prior to sign off to keep up to date with all safety requirements including the incident escalation process.
- Actively promote wellbeing opportunities
- Assess new plant, equipment, material and substances for risks and develop controls with the appropriate qualified personnel related to the local service line

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. PROJECT IMPLEMENTATION AND EXECUTION

- Manage and leads project teams in the role of Project Leader, including client management and commercial outcomes.
- Follows the quality procedure in the Project Delivery Framework (PDF) Briefs and works collaboratively and communicates effectively with project team to ensure effective project delivery.
- Manage budgets and programme to ensure on time and to budget delivery of projects.
- Works collaboratively with other leaders to manage resource availability for project deliverables
- Identifies resources needed and works with all stakeholders to deliver individual responsibilities
- Ensures documents and major digital assets are complete, current, and stored appropriately

- Resolves and/or escalates issues in a timely fashion
- Manages both internal and external approvals

4. TECHNICAL

- Hold and utilise significant experience in land development design management, technical problem solving and engineering design.
- Technical capability is respected by client and peers.
- Lead technical delivery, complex assignments/projects and provide direction to more junior professionals.
- Develop technical capability of others as well as self in their field of expertise (land development and civil infrastructure).
- Manage quality assurance aspects of civil projects, including technical verification of work where appropriate.
- Input into technical library and facilitate technical knowledge sharing internally.
- Verify the work of others as required.
- Undertake MSQA and construction contract management during construction operations as required and support more junior staff in this role.

5. CLIENT RELATIONSHIP MANAGEMENT

- Leverage existing relationships with land development clients to generate opportunities and strengthen Vitruvius' position in both sectors.
- Input into and help execute the Land Development strategies.
- Maintain and develop good working relationships with clients developed through the 'trust equation'.
- Effective and regular communication with clients.
- Work to client schedules and programmes in the time required or made available.
- Develop and maintain strategic relationships with regulatory authorities, societies, consultant partners and sub-consultants.

PERSONAL PROFILE AND SPECIFICATIONS

KNOWLEDGE AND EXPERIENCE

Essential	Desirable
• Extensive experience in land development and civil engineering design and delivery. • Proven ability to lead complex projects and mentor junior engineers. • Strong understanding of consenting processes and regulatory frameworks. • Experience in client-facing roles, influence, and stakeholder management.	• Experience as a successful leader • Experience in the interpretation of investigations and able to propose and follow up corrective actions • Experience in business development • Energy sector experience and networks to support Vitruvius' pursuit plan. • Complex project experience across multiple sectors.

- Ability to apply commercial acumen to projects.
- NZS3910 administration / engineers representative experience
- Established client relationships in land development.

EDUCATION, TRAINING AND TECHNICAL COMPETENCE

Essential

- Full drivers licence
- Excellent English written and verbal communication skills
- Understands responsibilities under HSE Act 2015.

Desirable

- Certificate in HSE management
- Proficiency in relevant design software and project management tools.
- CPEng (Highly desirable)

BEHAVIOURAL COMPETENCE

Essential

- High level of integrity
- Able to speak up when it matters
- Able to manage pressure in work environments
- Self-motivated and self-directed
- Strong leadership and communication skills.
- Ability to build trust-based relationships with clients and colleagues.
- Commitment to Vitruvius' mission, vision, and values.
- Adaptability to work across multiple sectors and geographies.

Desirable

- Demonstrated experience in influencing sector strategy or thought leadership.