

SENIOR MECHANICAL MAINTENANCE TECHNICIAN– POSITION DESCRIPTION

OUR VALUES & BEHAVIOURS

Proudly United

Value Statements:

We are proudly united as a team, as members of EGW and as members of our community.

We work towards a common goal in a safe, respectful and inclusive workplace.

We celebrate success together.

Enabling Behaviours:

Share information and openly communicate

Understand your role in achieving the common goal and own it

Actively listen and participate

Support and encourage others

Truly Authentic

Value Statements:

We act openly and honestly in everything we do and earn the trust of others by delivering what we promise.

We understand our strengths and our limitations.

We earn respect.

Enabling Behaviours:

Have the courage to do what's right even if it means taking the hard road.

Mean what you say and say what you mean

If you don't know ask!

Passionately Innovative

Value Statements:

In an ever changing world our key to success is innovation and making the most of our resources.

We achieve this by challenging the status quo, collaborating and embracing change.

We value each other's ideas and learn from honest mistakes.

Enabling Behaviours:

Don't be afraid to ask questions and challenge respectfully

Put it on the table

Be curious and have an open mind

Explore opportunities and be willing to accept risk

Embrace change

Openly Accountable

Value Statements:

We take personal responsibility and accountability for our actions and their outcomes.

We have a clear understanding of what is expected of us and act accordingly.

We seek to understand the changing needs of our internal and external customers and respond appropriately.

Enabling Behaviours:

Follow through

Be proactive

Hold self and others accountable, respectfully

Own your actions

Admit mistakes: learn from them & move forward

ABORIGINAL ACKNOWLEDGMENT

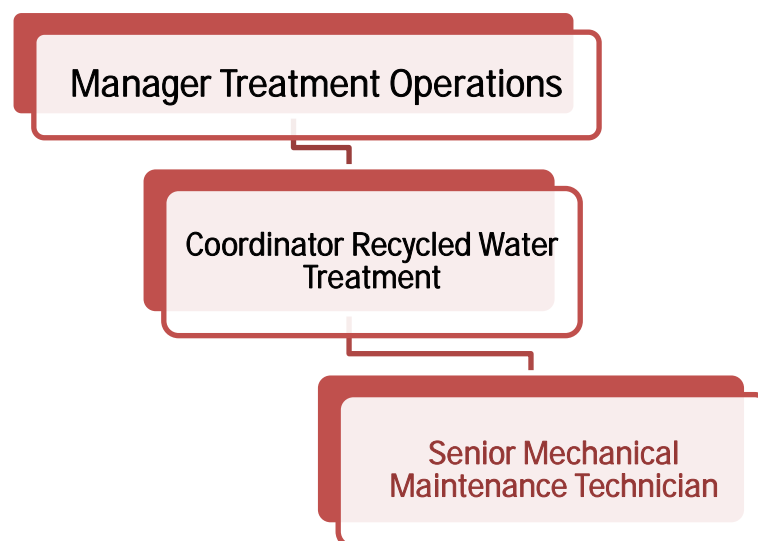
We acknowledge and respect the Gunaikurnai, Bidwell and Ngarigo Monero people as the Traditional Custodians of East Gippsland's land and waters. We pay our respects to their Elders both past, present and emerging leaders.

We recognise and respect their unique cultural heritage beliefs and intrinsic connection to Country, which continues to be important to them today. We are strongly committed to further developing our relationships and partnerships with Aboriginal and Torres Strait islander peoples, communities and organisations.

POSITION DETAILS

Position Title:	Senior Mechanical Maintenance Technician	Effective Date:	September 2025
Department:	Service Delivery	Job Location:	Bairnsdale Water Recycling Plant and other locations
Reports To:	Coordinator Recycled Water Treatment	Supervises:	Nil
External Contacts:	Contractors, material and equipment suppliers		
FTE Classification:	1.0	Position Number:	Tbc
Prepared By:	Manager Treatment Operations;	Approved By:	General Manager Service Delivery

ORGANISATIONAL CHART



ABOUT THE ROLE

As an experienced Senior Mechanical Maintenance Technician, the employee is responsible for delivery of both planned and reactive mechanical maintenance works across East Gippsland Water assets with an initial focus on water recycling treatment facilities. In addition to the delivery of mechanical maintenance, the employee will provide specialised input into:

- the development and optimisation of mechanical maintenance plans and schedules
- Project scoping and design – relevant to staff's skills and knowledge
- Development of maintenance procedures and documentation
- Condition assessment reports

This role will initially focus on recycled water treatment plants within the East Gippsland Water network. As part of this initial focus the role will also provide general operational and maintenance support for recycled water treatment. However, it is expected that within 12 months the role will transition to central maintenance team with a mechanical maintenance focus across all assets.

WHAT YOU WILL BE DOING

Mechanical Maintenance	<ul style="list-style-type: none"> • Coordinate and deliver mechanical maintenance activities associated with recycled water treatment facilities • Carry out repair works or coordinate contractors to deliver works if they are unable to be completed in-house. • Provide expert guidance into the development and optimisation of mechanical maintenance schedules • Assist in the coordination of major repairs. • Carry out other projects as directed within skill level
Project Delivery / Assistance	<ul style="list-style-type: none"> • Assist with scoping and delivery of minor mechanical renewals projects. • Coordination and supervision of contractors undertaking minor works, as appropriate.
Technical Support	<ul style="list-style-type: none"> • Production of maintenance reports including recommended repair or replacement options for mechanical equipment • Complete condition assessments and provide recommendations for ongoing maintenance strategies to best ensure we meet our levels of service
Leadership	<ul style="list-style-type: none"> • Provide and pass on relevant knowledge, training and mentoring to team members and other employees where possible. • Liaise effectively across other sections of EGW. • Engage with people in intelligent and professional manner, conduct productive meetings, manage conflict constructively, and foster effective team building. • Take the lead to analyse complex issues, identify root causes, implement effective solutions, and make informed decision.
Culture, Values & Behaviours	<ul style="list-style-type: none"> • Remain approachable and available for all staff within the team, promoting a positive, optimistic and enthusiastic work culture. • Support in building a supportive and cooperative team environment, one that recognises the value of collaboration. • Respect a workplace culture that enables diversity and fair inclusive practices. • Represent and role model EGW values and behaviours, including proudly united, truly authentic, passionately innovative and openly accountable.
Health, Safety & Environment	<ul style="list-style-type: none"> • Communicate, apply, and promote Health, Safety and Environment policies, procedures and safe systems of work. • Contribute to developing a safe working culture through leading by example and acting responsibly for the safety of self and others.

	<ul style="list-style-type: none"> Ensure activities are conducted in accordance with our risk management, environment and workplace health and safety management frameworks.
Resource Management	<ul style="list-style-type: none"> Accurately document all materials, fittings & supplies used for operational requirements. Ensure all procurement activities are in line with policy
Records Management	<ul style="list-style-type: none"> Employees are responsible for capturing full and accurate records that adequately document business activities and support any decisions made at East Gippsland Water in the Corporations Record Management system. Conduct all customer and employee queries in a sensitive and confidential manner, ensuring the privacy of East Gippsland Water employees and customers.

SKILLS, QUALIFICATION & EXPERIENCE

SPECIALIST SKILLS

Required:

- Ability to perform maintenance on mechanical equipment including gearboxes, pumps and other plant and equipment
- Ability to operate relevant plant, equipment, and specialised tools.
- Ability to produce service reports and maintenance recommendations

LEADERSHIP SKILLS

Required:

- The capacity to manage time and priorities efficiently and effectively within a weekly work program.
- The ability to assess and solve problems within a defined scope using common practice and procedures.
- The ability to work effectively in a team environment.
- Ability to educate and share technical knowledge with fellow operational staff.
- The ability to work unsupervised on defined tasks or projects.

INTERPERSONAL SKILLS

Required:

- Act as a positive role model and contribute to the achievement of team goals.
- Communicate effectively with and gain co-operation from supervisors, other employees and contractors.
- Be courteous, polite and respectful with fellow staff members, contractors and members of the public.
- Display EGWs Values & Behaviours.

QUALIFICATIONS

Required:	Desirable:
<ul style="list-style-type: none"> • An appropriate technical trade qualification and/or completion of industry-based training courses in mechanical maintenance • Prior to operating plant and equipment employees will be required to obtain, or produce existing, licenses or endorsements. • Current drivers' licence. 	<ul style="list-style-type: none"> • Qualifications/tickets/licences relevant to the operations of specialist plant and equipment

EXPERIENCE

Required:	Desirable:
<ul style="list-style-type: none"> • Demonstrated significant (3- 5 years) experience in the delivery of mechanical maintenance in a senior position 	<ul style="list-style-type: none"> • Demonstrated experience in development of maintenance systems, including optimisation

KEY SELECTION CRITERIA

1. Significant knowledge, skills, understanding and relevant qualifications for mechanical maintenance of industrial equipment combined with the ability to operate plant and specialised tools.
2. Knowledge and experience in the development of maintenance procedures and maintenance programs.
3. Ability to work collaboratively in a team environment or unsupervised with a safety focus.
4. Effective time management skills combined with the ability to problem solve and prioritise to ensure high quality outcomes during times of peak activity.
5. A positive attitude towards personal development including being accountable, innovative, passionate and united to achieve corporate objectives.

For more information about our career opportunities and our current vacancies, please visit [Careers at East Gippsland Water | East Gippsland Water \(egwater.vic.gov.au\)](https://egwater.vic.gov.au).

EGW is committed to an embedding and supporting a culture of inclusion through living our organisational Values and Behaviours, and through the principles identified in the Code of Conduct. EGW also respects an Enterprise Agreement made between the Corporation and its Employees.