



POSITION DESCRIPTION


THREE WATERS SCADA ENGINEER

DIRECTORATE/TEAM	WATER SERVICES – TREATMENT AND PUMP OPERATIONS	
REPORTS TO	NETWORK CONTROLS SYSTEMS LEAD	
ROLE PURPOSE	<p>The SCADA Engineer plays a critical role in maintaining and evolving Napier City Council’s Three Waters SCADA systems, including the Wastewater Treatment Plant. This position ensures end-to-end data integrity—from sensor input to reported value—supporting operational efficiency, regulatory compliance, and strategic asset management. The role involves designing and maintaining SCADA interfaces, securing network infrastructure, and delivering accurate, timely reporting to internal stakeholders and external agencies. By collaborating closely with infrastructure, asset, and operations teams, the SCADA Engineer ensures that control systems meet the evolving needs of Napier’s water services.</p> <p>Beyond technical expertise, you contribute to long-term planning, continuous improvement, and innovation across the waters network. The role supports the development of standards, documentation, and integration of legacy systems into a unified platform. You also plays a leadership role in SCADA-related projects, offering guidance to engineers, contractors, and consultants. With a strong focus on safety, resilience, and professional development, the SCADA Engineer helps future-proof Napier’s infrastructure while fostering a collaborative and forward-thinking engineering environment.</p> <p>You play a vital role in delivering high-quality outcomes that contribute to the organisation’s success. You will work collaboratively with your team and stakeholders, ensuring tasks are completed efficiently and align with strategic goals. You will take ownership of your responsibilities, demonstrate initiative, and actively contribute to a positive team environment. By embracing continuous learning and innovation, you will help drive improvements and support the overall success of the team.</p>	
DATE REVIEWED:	August 2025	GRADE: 17

Key Accountabilities

<p><i>What you will do</i></p> <ul style="list-style-type: none"> • Lead the design, development, and maintenance of Napier City Council’s waters SCADA systems, ensuring secure, reliable, and scalable infrastructure across water, wastewater, and stormwater networks. This includes maintaining system documentation, designing user interfaces, and integrating legacy systems into a unified platform. • Provide expert technical support and strategic input across planning, operations, and asset management functions, ensuring SCADA systems align with business requirements and regulatory standards. Collaborate with internal teams and external stakeholders to 	<p><i>What you will bring</i></p> <p>Required: <i>This role requires the following knowledge, experience, qualifications, skills, and personal attributes.</i></p> <ul style="list-style-type: none"> • Engineering degree in Electrical, Electronic, Controls, or Computer Systems • 2–3 years’ experience with SCADA systems, databases, and interface design • Programming skills (VBA, Python) and strong computer literacy • Excellent communication, analytical thinking, and problem-solving skills • Clean driver’s licence
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>deliver solutions that enhance system performance, data accuracy, and operational resilience.</p> <ul style="list-style-type: none"> • Champion continuous improvement and innovation in SCADA technologies, identifying opportunities to modernize infrastructure, improve data reporting, and streamline control systems. Contribute to the development of standards, procedures, and training to build internal capability and reduce reliance on individual expertise. • Support the delivery of capital and operational projects involving SCADA and telemetry, offering guidance on system integration, functional design, and commissioning. Ensure all installations meet Council specifications and contribute to long-term infrastructure planning, including financial forecasting and renewal strategies. • Promote a culture of safety, compliance, and emergency readiness, actively participating in health and safety initiatives and civil defence training. Ensure SCADA systems are secure, resilient, and capable of supporting Council’s emergency response obligations. 	<ul style="list-style-type: none"> • Adaptability to new technologies <p><i>Desired: In addition to the required fields, there is also a number of competencies where an expert level of knowledge/experience is desired.</i></p> <ul style="list-style-type: none"> • 3–5 years in SCADA project delivery and system maintenance • Knowledge of waters operations and treatment technologies • Experience with GE iFix, Geo SCADA, PLC/RTU programming, and network protocols • Strong stakeholder engagement and team development skills • Familiarity with control system security and remote monitoring
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

 <p>Our Values ICE</p> <p>INTEGRITY:</p> <ul style="list-style-type: none"> • We act in a safe, open, honest and transparent manner. • In all that we do, we can hold our heads high. <p>COMMUNITY AND CUSTOMER SERVICE:</p> <ul style="list-style-type: none"> • We commit to listening to the needs of our internal customers and community and delivering excellence in service. • We engage in a friendly, trustworthy and respectful manner, embracing cultural heritage and diversity with an open mind. <p>EXCELLENCE:</p> <p>As one team we encourage each other to:</p> <ul style="list-style-type: none"> • Set consistent standards, while delivering the highest quality service and celebrating success in this, together • Care about the safety, wellbeing and the enhancement of ourselves, community and environment to enable all to flourish and prosper. • Embrace creativity and flexibility in a safe, collegial environment - where each individual's skills are valued and recognised. 	<p><i>What we all do</i></p> <ul style="list-style-type: none"> • Adhere to Council policies and procedures. • Demonstrate a proactive commitment to a safe working environment to meet the requirements as set under the Health and Safety at Work Act 2015. Refer to appendix one. • Take all practicable steps to ensure your own and other’s health and safety in the workplace. • Act as an ambassador for our Council, living the council values. • Develop and maintain emergency preparedness and planning to ensure resources, people, equipment, and materials are in place and lifelines are identified, prioritised, and integrated into the local and regional structure. • Participate in and undertake emergency management duties as required (CDEM) • Support the development and maintenance of recovery work streams. • Attend training as required to maintain the necessary skills to fulfil the requirements of the position. • Continue personal and professional development through continuous learning. • Recruit & recommend staff for hire within organisational guidelines. • Commitment to upholding Te Tiriti o Waitangi and its relevance to the role
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Additional Information

Delegations

Direct Reports	Nil
Financial delegation	As per the NCC Financial Delegation Policy
Key Relationships – Internal	External
<ul style="list-style-type: none"> • Treatment and Pump Operations team • Wider Water Operations division • Water Strategy & Investment division 	<ul style="list-style-type: none"> • Professional services consultants • Contractors and vendors • Technology suppliers • Regulatory bodies • Other local authorities and asset managers

Role Acceptance

I declare that I have read and understand the above position description in relation to my employment with Napier City Council.	
Signed & dated	