



# POSITION DESCRIPTION

## SENIOR DEVELOPMENT ENGINEER

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| DIRECTORATE/TEAM | Strategy & Urban Development, Development Engineering                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |           |
| REPORTS TO       | Team Leader Development Engineering                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |           |
| ROLE PURPOSE     | <p>The Senior Development Engineer is responsible for providing technical leadership and assurance to ensure that new development and associated infrastructure assets meet quality, compliance, and long-term asset management standards.</p> <p>The role leads the review of engineering approvals and consent applications for both public and private infrastructure, particularly complex, high-risk, or high-value developments. Acting as a senior escalation point, the role provides expert advice to internal teams, developers, and consultants, and ensures consistent application of engineering standards and Council policies. The Senior Development Engineer plays a key role in mentoring Development Engineers, driving continuous improvement, and influencing policy, standards, and development outcomes across Council.</p> <p>A key focus of the role is to work closely with Water Services to develop, support, and execute the transition of water-related development engineering functions, including clarifying roles, process touchpoints, handovers, asset information requirements, and service expectations to ensure continuity, accountability, and effective delivery during and after transition.</p> |           |
| DATE REVIEWED:   | June 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | GRADE: 19 |

### Key Accountabilities

| <i>What you will do</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <i>What you will bring</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <ul style="list-style-type: none"><li>• Provide senior technical advice and act as the escalation point for complex development and infrastructure matters.</li><li>• Lead and review engineering approvals, resource consents, and infrastructure-related applications, ensuring consistency and quality.</li><li>• Oversee assessment of construction designs, specifications, and servicing strategies for subdivisions and developments.</li><li>• Work closely with Water Services to develop, document, and execute the transition of water-related development engineering functions, including current-state mapping, future-state process design, touchpoints, dependencies, roles, hand-offs, and service levels.</li><li>• Support implementation of agreed transition actions, ensuring development engineering inputs into new connections, as-builts, engineering</li></ul> | <p><i>Required: This role requires the following knowledge, experience, qualifications, skills, and personal attributes.</i></p> <ul style="list-style-type: none"><li>• Tertiary qualification in Engineering (Civil or related discipline)</li><li>• Extensive experience, typically 7+ years, in development engineering or local authority infrastructure delivery.</li><li>• Advanced knowledge of subdivision design, servicing, and infrastructure standards.</li><li>• Strong understanding of NZ legislation including Resource Management Act, Local Government Act, and Building Act.</li><li>• Proven leadership capability including mentoring, coaching, and technical oversight.</li><li>• Demonstrated ability to manage complex, high-risk development proposals.</li></ul> |

approvals, water services inputs to resource and building consents, and related information requests are clear, practical, and consistently applied.

- Manage risk to Council through robust decision making and collaboration with legal, Water Services and asset teams where required.
- Mentor, coach, and provide peer review to Development Engineers to build capability and consistency.
- Lead engagement with developers, consultants, and stakeholders on complex or contentious proposals.
- Oversee compliance, inspections, and certification processes including subdivisions, PIMs, LIMs, and engineering sign-offs.
- Ensure accurate asset capture including As-Builts, valuation data, and GIS integration, and water services information required to support asset handover and long-term asset management.
- Contribute to and lead updates to engineering standards, codes of practice, and policy frameworks, including those required to support the Water Services transition and future operating model.
- Drive process improvements and support system enhancements across development engineering functions.
- Represent Council in hearings, technical forums, and negotiations as required.

- Strong stakeholder management and communication skills.
- Experience influencing policy, standards, and organisational improvement initiatives.
- High level analytical, problem-solving, and decision-making capability.
- Ability to represent Council effectively in hearings and public forums.

## Our Values ICE

### INTEGRITY:

- We act in a safe, open, honest and transparent manner.
- In all that we do, we can hold our heads high.

### COMMUNITY AND CUSTOMER SERVICE:

- 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.

### EXCELLENCE:

As one team we encourage each other to:

- 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.

## *What we all do*

- 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.
- 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

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|  | organisational guidelines. <ul style="list-style-type: none"><li>• Commitment to upholding Te Tiriti o Waitangi and its relevance to the role.</li></ul> |
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# Additional Information

## Delegations

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| Direct Reports                                                                                                                                                                                                             | Nil                                                                                                                                                                                                                                                             |
| Financial delegation                                                                                                                                                                                                       | As per the NCC Financial Delegation Policy                                                                                                                                                                                                                      |
| <b>Key Relationships – Internal</b>                                                                                                                                                                                        | <b>External</b>                                                                                                                                                                                                                                                 |
| <ul style="list-style-type: none"><li>• Water Services</li><li>• Resource and Building Consent Teams</li><li>• Open Spaces, Policy and Strategy and Transportation</li><li>• Team Leader Development Engineering</li></ul> | <ul style="list-style-type: none"><li>• Developers and property owners</li><li>• Ratepayers and residents</li><li>• Partner Councils</li><li>• Asset Engineers and Managers of other authorities</li><li>• Professional services consultant engineers</li></ul> |

## Role Acceptance

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