

Wastewater Process Engineer

Classification	Band 4
Team	Major Projects
Reporting to	Lead Process Engineer
Location	Howard Street Epsom & Langslow Street Castlemaine.
Effective Date	September 2025

Working at Coliban Water

Underpinning healthy people is healthy water!

Every day almost 180,000 customers in North Central Victoria trust us to deliver the water and sewage services that underpin the health and prosperity of their communities – now and tomorrow. We deliver these services to residents, farmers, businesses, and industry in 49 communities in an area spanning more than 16,500 square kilometres.

Led by our vision **healthy water, healthy people**, putting our customers and communities first is part of our DNA.

Day-to-day this means we maintain and upgrade the water and sewage pipes, pump stations and treatment plants we all rely on. And it's why we've set a bold strategy to build on that trust, enhance our natural environment, strengthen water security and resilience, and help shape the future of our region for the better.

While we're proud to lead the way, we know our success will come from deep understanding and collaboration. We engage regularly with and learn from our customers, communities, Traditional Owners, strategic partners, and others – because as locals, too, we know the best outcomes are realised when we all work together.

What we stand for

We're focussed on a culture of Earn the customer, Own the risk, and Act. This underpins our ability to deliver high quality services to our region.

Earn the customer	We exist to serve our customers. We 'wow' them with an outstanding experience.
Own the risk	We take responsibility and are accountable to our customers and communities.
Act	We are brave in our decision making and take action. We make good judgements based on evidence and we follow through.

Working with us, you'll be joining a vibrant, dynamic, and supportive team that:

- Respects, supports, and collaborates with the First Peoples of the land on which we live and work.
- Champions an inclusive culture that celebrates diversity.
- Is committed to flexible work and balance.
- Is a leader in the area of social justice, which sees us challenging the way we work to improve gender equality and support those impacted by family violence.

At Coliban Water we balance a small team rhythm with the reach and resources of one of the largest Victorian regional urban water corporations.

With big plans on the drawing board over the next five years, it's a great place to take the next step in your career.

What are you waiting for? We'd love you to join us.

Position overview

The Process Engineer in the Major Projects group is responsible for supporting project teams in relation to wastewater treatment process design and operability and safety.

Specifically, the role will provide process engineering, operations and technical support to the Bendigo & Castlemaine Water Reclamation Plants (WRP) Project teams to ensure that process designs meet performance, safety, operability, and environmental requirements. The Major Projects currently in delivery include the Bendigo Solids Handling, Castlemaine WRP and Bendigo WRP upgrades.

The Process Engineer will work with key technical stakeholders including project delivery, operations, planning, strategic, water quality, environment, regulatory and asset management business functions.

Position dimensions

Capital and expenditure budget	In accordance with the Organisational budget
Authorities/delegations	Please refer to the Financial Delegations Policy
Number of reports	0-1
Internal working relationships	All Assets and Operations and Major Projects departments, technical planning and projects groups
External working relationships	Consultants, contractors, equipment and chemical suppliers, industry associations and strategic partners, regulators (e.g. EPA/DEECA/local council)
Other	N/A

Key result areas

Process Design, Construction and Commissioning Support (Project Delivery)

- Represent Coliban Water in the development of technical specifications and tender documents for major project-related procurement activities.
- Provide technical process expertise input during design, construction, commissioning, and proving phases of projects to ensure that process designs meet performance, safety, operability, and environmental requirements.
- Work with stakeholders and interdisciplinary interfaces in mechanical, electrical, instrumentation, and civil teams to ensure an integrated process design.
- Engage with peer utilities, contractors, and vendors to provide technical input during vendor selection and equipment procurement.
- Participate in process engineering activities including treatment process performance reviews, Hazard and Operability (HAZOP) and Safety in Design studies.
- Assist in the creation, validation and management of change of process flow diagrams and piping and instrumentation diagrams.

Asset Sustainability

- Assist in developing technical standards in wastewater process and improve standardisation across wastewater systems

- Ensure asset investment decisions align with Coliban Water's strategic objectives and achieve optimal lifecycle cost and environmental sustainability.
- Ensure a smooth transition of the new capital assets into ongoing operations.

Process Operations Support (Service Delivery)

- Comply with all requirements set out within Coliban Water's Policies and Procedures.
- Contribute to the development, implementation and management of all treatment process related activities relating to the Bendigo & Castlemaine WRP upgrades.
- Build in-depth process knowledge, develop operating procedures, and sharing process knowledge to the wastewater operations team through regular on-site meetings and engagement with operators.
- Provide process engineering support to operations including input into operational procedures, operational management plans, contingency plans and incident and emergency management.
- Provide technical support to the operations for troubleshooting and resolving performance issues.

Performance level (complete using performance level descriptions)

Action and accountability	This role is required to provide sound advice and recommendations. Advice is provided through drawing on policy, procedure, process and professional standards. This position is specialised in its field and supervision provides guidance and support only when needed.
Judgement and problem solving	This role makes decisions through considering a variety of alternatives. Considerations may include established management systems, standards, budget parameters and equipment. Problem resolution is a feature of this role and will require conceptualisation, development of ideas, detailed analysis and development of action plans.
Specialist knowledge and skills	Technical skills and knowledge of water and/or wastewater treatment, networks, operations and management
Interpersonal skills	This role requires the ability to obtain cooperation or assistance in the achievement of objectives. It will also provide information and advice to internal and/or external stakeholders.
Leadership level	Lead self: Core skills demonstrating initiative, collaboration and communication.
Qualifications and experience	Thorough working knowledge and experience in Operations Engineering related water and or wastewater treatment, networks, operations and management and qualifications which may be acquired through a tertiary degree in engineering, science of other relevant discipline.

Shared goals

Health safety and wellbeing	Prioritise your own and others' health, safety and wellbeing by complying with the relevant Occupational Health & Safety legislation and Coliban Water's safety policies and procedures, including reporting hazards and incidents, and ensuring a discrimination-free work environment.
Environmental stewardship	Demonstrate a strong commitment to environmental stewardship by adhering to high standards, sustainability principles, and complying with relevant regulations.
Victorian public sector values	You'll uphold the values of responsiveness, integrity, impartiality, accountability, respect, leadership, and human rights, to strengthen the organisation's effectiveness in the public sector.

Assessments and further requirements

- A valid and current Australian workers' rights.
- A current Australian driver's licence.
- You will be required to complete all core-training requirements in the expected timeframes.
- You may be required to perform additional or supplementary duties from time-to-time consistent with your skills, training, qualifications, and experience.
- From time-to-time work outside of your regular business hours may be required, or you might be required to work at remote locations requiring overnight stay.
- You may also be requested to undertake pre- or post-employment testing, such as psychometric testing, medical assessments, drug testing, police checks, security clearances, and other assessments.

Success profile

The Process Engineer has experience in process design, optimisation, and operations, with a focus on designing, implementing, and improving wastewater treatment facilities and related systems.

In addition to the qualifications and experience specified above, you will be required to meet the following criteria:

- A professionally recognised tertiary engineering qualification, preferably in chemical, environmental engineering, or a related discipline.
- Experience in the operation, design and/or commissioning of wastewater treatment infrastructure.
- Experience in optimising WRPs and managing process risk and performance.
- Experience with Quality, Environmental and OH&S Management systems.
- Demonstrated ability to work with technical and operations teams.
- Ability to manage competing priorities and deliver results in a high-performing team environment.