



MOUNT BARKER
DISTRICT COUNCIL

PRINCIPAL TRANSPORT AND TRAFFIC ENGINEER

JOB & PERSON SPECIFICATION

FEBRUARY 2026

Position Description

POSITION TITLE:	PRINCIPAL TRANSPORT AND TRAFFIC ENGINEER
WORKPLACE AGREEMENT:	MOUNT BARKER DISTRICT COUNCIL INSIDE STAFF ENTERPRISE AGREEMENT NO 10, 2023
CLASSIFICATION:	GENERAL OFFICER LEVEL 8
DEPARTMENT / TEAM:	INFRASTRUCTURE / INFRASTRUCTURE PLANNING
POLICE CLEARANCE:	REQUIRED
FUNCTIONAL CAPACITY ASSESSMENT:	NOT REQUIRED
REPORTS TO:	MANAGER INFRASTRUCTURE PLANNING
DIRECT REPORTS:	NIL
POSITION OBJECTIVES:	<ul style="list-style-type: none"> ➤ The Principal Transport and Traffic Engineer will be responsible for the management and execution of the Council's Integrated Transport Plan, including its ongoing development, updating and continuous improvement achievement, in order to achieve objectives as set out in the Mount Barker Community Plan. ➤ The incumbent shall act as the Council's traffic planning and traffic engineering Subject Matter Expert (SME), and provide advice to other experts, stakeholders and engineers within the Council. ➤ This role reflects and delivers upon the Council's commitment to high quality transport and traffic infrastructure that provides a safe and effective transport network.
KEY RESPONSIBILITIES:	<ul style="list-style-type: none"> ➤ Lead the planning and delivery of the ITP actions, particularly: <ul style="list-style-type: none"> ○ the engagement and management of specialist services, consultants and contractors as required, as a senior transport and traffic engineering specialist; ○ Lead the liaison and negotiation with stakeholders and government entities to ensure the delivery of safe, sustainable and liveable transport solutions to the District; ○ Ensure the timely authoring, updating and reporting in relation to the ITP and associated action themes; and ○ Prepare funding applications for strategic initiatives pertaining to the implementation of the ITP. ➤ Provide recommendations and implement long term and sustainable solutions as it pertains to transport planning strategy in accordance with the Council's Community Plan. ➤ Provide expert guidance and advice internally that supports the management of a safe, accessible and efficient transport and traffic network in the Mount Barker District. ➤ Provide expert and specialist transport planning and traffic engineering related review and advice across the organisation and broader sector, in liaison with State Government where required.

	<ul style="list-style-type: none"> ➤ Champion the Safe Systems Approach to road safety and maintain the appropriate professional skills expected of an SME in road safety and traffic planning and engineering. ➤ Ensure effective project and contract management of transport and traffic related consultancies within the scope of the deliverables of the ITP, and quality and cost objectives of the Council ➤ Provide an SME review of plans, schemes and standards provided by stakeholders and external consultants to ensure the delivery of sound community solutions. ➤ Provide SME mentorship to relevant Council staff as part of Council growing capacity in the field of transport planning and traffic engineering.
OUR VALUES AND BEHAVIOURS:	<p>SAFETY AWARE</p> <ul style="list-style-type: none"> ➤ We create a safe workplace ➤ We do our work safely, take responsibility for our own safety and care about the safety of others. ➤ We will actively work toward eliminating physical or psychological harm against persons by identifying threats and vulnerabilities and implementing risk reduction strategies <p>AUTHENTIC</p> <ul style="list-style-type: none"> ➤ We do what we say we will do ➤ We communicate clearly, respectfully and honestly ➤ We know when to encourage others to step up and make decisions ➤ We contribute to a positive work environment through sharing success stories, key learnings and supporting each other <p>ACCOUNTABLE</p> <ul style="list-style-type: none"> ➤ We take responsibility, accept the consequences of our actions and actively seek a positive outcome. ➤ We are prepared to make difficult / unpopular decisions and own them ➤ We recognise that we are all different in the way we react to situations or interact with others ➤ We understand ‘why’ we are here – every interaction is linked to positive community outcomes <p>COURAGEOUS</p> <ul style="list-style-type: none"> ➤ We proactively contribute ideas and solutions - there is no such thing as a bad idea ➤ We contribute to a supportive ‘no blame’ environment where mistakes are seen as an opportunity to learn and develop capability ➤ We are willing to step into the unknown and take (considered) risks ➤ We will celebrate and share examples of innovative thinking <p>COLLABORATIVE</p> <ul style="list-style-type: none"> ➤ We act as ambassadors for our respective teams at meetings, turning our mobile phones to silent and ensuring we are well prepared ➤ We listen to, respect and value the diversity of ideas and opinions ➤ We provide honest, constructive and respectful feedback to one another in a timely manner ➤ We are visible throughout the organisation and ‘get out of the workspace’

WORK HEALTH & SAFETY RESPONSIBILITIES	<ul style="list-style-type: none"> ➤ Ensure full compliance with Council's Safety and Rehabilitation Policies, Procedures and Instructions, specifically taking action on all points of the employee's responsibility as outlined in Council's WHS and Return to Work Policy. ➤ Ensure full compliance with responsibilities under the WHS Act 2012, the WHS Regulations 2012 and other relevant legislation, in particular: <ul style="list-style-type: none"> ○ Take reasonable care for your own safety and that of others at their work. ○ Accept the responsibilities in the course of performing your work with regard to the use of safety devices and protective equipment. ○ Report safety hazards to supervisors to minimise and control risk. ○ Report immediately any incident or injury which arises in the course of your work. ○ Ensure completion of induction, instruction and training prior to undertaking tasks. ○ Ensure that you are not affected by the consumption of alcohol or drugs so as not to endanger your own safety at work or the safety of any other person. ○ Ensure personal adherence to Council's WHS Policies, Safety Work Procedures, Safe Operating Procedures and Safety Instructions. ➤ Ensure personal adherence to Council's WHS Policies, Safety Work Procedures, Safe Operating Procedures and Safety Instructions.
GENERAL RESPONSIBILITIES	<ul style="list-style-type: none"> ➤ To comply with Council's Code of Conduct for Employees and all other policies and procedures as varied from time to time. ➤ To manage all Corporate Records in accordance with required policies and procedures. ➤ Within the scope of this position, manage all risks within the workplace as defined by Council's Enterprise Risk Management Policy. ➤ Responsible for purchasing goods and services in accordance with purchasing guidelines and delegated financial limits. ➤ To be aware of the objectives and strategies contained within Mount Barker 2035 – District Strategic Plan and the broad strategic direction of Council. ➤ Guide and mentor junior staff through being available and accessible, sharing knowledge and displaying Council's Leadership Values.
REQUIRED SKILLS & KNOWLEDGE	<ul style="list-style-type: none"> ➤ Extensive knowledge of the principles of transport planning and traffic engineering. ➤ Highly developed conceptual, analytical and critical thinking skills to understand the wider council and regional context and make long-term sustainable recommendations related to transport planning and engineering. ➤ Experience in the preparation of funding applications for strategic initiatives. ➤ Highly developed written and verbal communication skills that support the clear articulation of ideas and concepts to all audiences.

	<ul style="list-style-type: none"> ➤ Detailed knowledge of the various guiding codes, guidelines, legislation and standards that inform best practice transport planning and traffic engineering. ➤ Ability to work within a team in a collaborative manner to utilise the diverse experience and skills and deliver quality outputs. ➤ Demonstrated ability to be self-directed, self-motivated, exercise initiative and apply sound professional judgement.
REQUIRED EXPERIENCE & QUALIFICATIONS	<ul style="list-style-type: none"> ➤ Extensive technical experience in the field of transport planning and traffic engineering, supporting transport planning and traffic engineering projects and programs in a municipal environment. ➤ Extensive experience in the assessment, development and preparation of engineering and transport strategy in relation to: : <ul style="list-style-type: none"> ○ road safety, ○ car parking, ○ active transport, and ○ road network management. ➤ Sound experience writing technical documents and reports in a clear and understandable prose. ➤ Highly desirable to have experience engaging with communities to hear ideas, articulate understanding and convey technical ideas in plain terms. ➤ Experience in the provision of engineering/technical advice and mentoring of other engineering professionals. ➤ Highly desirable to have experience in and be qualified/registered as a Road Safety Auditor ➤ Diploma or Degree qualified in Civil Engineering or other relevant discipline OR equivalent extensive and relevant experience.
SPECIAL CONDITIONS	<ul style="list-style-type: none"> ➤ Required to hold a current Class C South Australian drivers licence. ➤ Out of hours work may be required.



HOW TO APPLY

Applications including a cover letter and CV should be addressed to Andrew Reed and Justin Hinora. Please visit henderconsulting.com.au to apply.

For a confidential discussion, please call (08) 8100 8827.

Please Note

Your application will be automatically acknowledged by a return email.