

General Manager (SES3H) Major Projects, Public Works

Department of Housing and Public Works



Role type

Contract up to 5 years
Flexible Full-time



Annual salary

\$257,526 to \$274,332

(Based on a full-time, annual arrangement which does not include employer superannuation contributions of up to 12.75% and annual leave loading)



Division

Public Works



Working relationships

Reports to: Deputy Director-General, Public Works
Direct reports: 8



Job ad reference

Completed by QSS



Closing date

Click or tap to enter a date.



Location

Brisbane



Contact

Name:
Ph:

What you can expect in this role

Major Projects is responsible for facilitating the delivery of high risk and/or high value capital works projects on behalf of the Queensland Government.

The role of the General Manager Major Projects is to lead the delivery of specialised services associated with the creation of organisational and infrastructure strategies on behalf of the Queensland Government. In addition, the role is responsible for administering contemporary Queensland Government policies through monitoring information channels and creating new guidelines related to the strategic asset lifecycle of built infrastructure across all agencies. The role includes driving change through translating practical implementation strategies through the Building Construction and Maintenance procurement category and Queensland Government built infrastructure contractual services.

A further accountability of the role is the smooth and effective operations of the division including financial and people management to support organisational sustainability and ensuring that governance and reporting requirements are met. The role will drive workforce initiatives to create a unified and performance-oriented culture, a positive work environment, and a highly engaged and motivated workforce. In addition, the role develops and implements key governance structures and processes for the division to ensure that key performance indicators are met.

This role integrates professional expertise for the growth of professional project management and contract management of vertical infrastructure. It uplifts capability and capacity within Major Projects and be responsible for resource allocation across the division to enable that growth through learning opportunities.

The role requires strong professional leadership and change management capabilities. This role requires an ability to lead and manage expert practitioners associated with the support for and delivery key strategic asset lifecycle deliverables such as internal policy, effective procurement and contractual management and delivery of major capital works in line with the Queensland Government's priorities.

The General Manager, Major Projects will provide high level leadership, consult broadly to obtain buy-in and provide expert advice by working collaboratively with executive internal and external stakeholders.

What you will be doing:

- Lead and direct the effective use of Major Projects financial and human resources to deliver services in an efficient and fiscally sustainable manner.

- Contribute significantly to strategic decisions of the division and be accountable for engaging with risk in procurement processes, delivery methodologies and issue resolution associated with the delivery of high risk and/or high value capital works projects.
- Nurture internal and external relationships to represent the Department as a key point of contact with the design and construction industry. Influence other agencies in their investment portfolio to maximise return to government.
- Provide independent technical advice to the Minister and the Director-General in regard to the design and construction industry and specific issues associated with the delivery of high risk and/or high value capital works projects.
- Maintain close working relationships with other Departmental Units, including QBuild, Legal Services and the Queensland Government Accommodation Office, to access specialist technical advice.
- Develop, improve and manage the Department's documentation relating to the delivery of high risk and/or high value capital works projects. Steer and implement change in policy documents, consultant and construction contracts.
- Contribute to the strategic direction of the Public Works division as a member of the Senior Leadership Team and other committees and forums assigned by the Deputy Director-General and Director-General.
- Champion the organisations goals to ensure the most cost effective use is made of Major Projects' over 100 human, financial and physical resources.
- Ensure management practices within Major Projects comply with government policies such as equal opportunity principles and occupational health and safety requirements and actively promote the learning and development of staff.
- Oversee resource allocation of project and contract management capabilities to seize opportunities and minimise threats
- Provide executive oversight and leadership to the business area by promoting and maintaining a culture of valuing diversity, identifying and developing talent, continuous improvement and knowledge sharing.
- Plan, organise and manage the business area responsibilities, including fostering a professional environment to encourage commitment, ethical behaviour, skills development, professional growth and continuous improvement.
- Growth of professional project management capability and competencies across the Building Construction and Maintenance Category.

What we are looking for

We are looking to find the person best suited for the role and will be considering your knowledge, skills, experience, potential for development and future contribution to the department as well as your personal qualities and how they contribute to our department's equity and diversity objectives which aim to build a workforce that reflects the Queensland community.

It is recognised that everyone is a leader regardless of classification level. Refer to the [Executive stream of the Leadership competencies for Queensland](#) framework to understand the expectations for this role.

As a leader in the Queensland Government, you will display outstanding judgement, high-level integrity, strong agility to adapt to a constantly changing environment, a strong achievement orientation and excellent communication and negotiating skills.

You will have:

- Excellent written and oral communication skills and sound negotiation skills, with well-developed ability to write with precision and persuasion.



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- A person who will take personal responsibility for serving the government of the day and meeting the needs of the people and communities of Queensland. As an executive you will work towards a system of world class service delivery and public sector management.
- You will have a record of success as a leader in a large and complex organisation. You will have extensive experience across the public, private and/or not for profit sector and you will have a strong background in strategy and policy associated with the delivery of major capital works projects, across agencies.
- You will have a proven track record as an agent of change in challenging environments and in fostering a confident and capable workforce.

You will be assessed on your ability to demonstrate the following 12 leadership competencies considered critical in the performance of executive roles in the Queensland public service, focusing on three areas:

Vision

- Anticipates the consequences of public policy on the organisation and community and engages in high level critical thinking to identify the links and implications between complex issues Adopts a sector leadership role, working collaboratively with partners to translate strategy into meaningful action.
- Responds flexibly to changing government, organisational and community expectations, systematically introducing required change.
- Scans the environment, draws on information and alternative viewpoints, asks questions and monitors information channels to understand emerging issues that are important to the sector, organisation, and community.
- Build and mobilises cross-sector collaborations to prototype and test innovative solutions.
- Leads change agendas, generating workforce readiness through timely communications and strategic support mechanisms that allow people to thrive.

Result

- Considers the future skills, capabilities and diverse needs of the community and workforce to set the direction for talent management to deliver government objective.
- Reads contentious and sensitive situations and responds appropriately to manage relationships.
- Actively encourages and supports the inclusion of diverse viewpoints of colleagues, community and partners in policy and strategy development.
- Strengthens organisational capacity of mobilising teams of diverse discipline, background, and perspective.

Accountability

- Fosters a workplace culture where all individuals share a personal responsibility for promoting the physical and psychological health and safety of others.
- Optimises the work environment, work design and culture to enable a positive and healthy workplace.
- Role models impartiality and inspires a culture that respects and appreciates policy frameworks and governance.
- Fosters cross-sector collaborations to assess risk and develop contingencies and options to protect the sustainable delivery of services.

This role is accountable to the Deputy Director-General, Public Works.



How to apply

You can apply for this role by providing your cover letter and resume via the Smart jobs and careers website www.smartjobs.qld.gov.au.

About us

As a valued employee in the Department of Housing and Public Works, you will play a vital role in delivering a range of services that make a real difference to the lives of Queenslanders. This includes supporting the Queensland Government's vision for a fair and sustainable housing system and supporting Queensland's construction sector in building government infrastructure projects in the lead-up to Brisbane 2032, and empowering young Queenslanders for a bright future.

Your role will support the department's work providing housing assistance, homelessness support services, elevating youth perspectives, boosting the night economy, managing critical procurement and supply arrangements, public works building and design, and industry regulatory reform.

You will join an organisation that is focussed on reframing the department's relationship with Aboriginal and Torres Strait Islander peoples, communities, and organisations through delivering real change and real outcomes through a genuine partnership approach, Closing the Gap and building our cultural capability.

We are committed to an organisational culture that promotes human rights where people feel safe, respected, valued and engaged. We encourage applicants from all gender identities, ethnicities, ages, languages, sexual orientations and people with disability to progress our diversity commitments that aim to ensure our workforce reflects the views, experiences and backgrounds of the people of Queensland.

Learn more about who we are, what we do and the opportunities we offer by visiting our website www.housing.qld.gov.au.

Further information

Applications will remain current for a period of up to 12 months after the closing date of the vacancy and may be considered for other identical or similar vacancies which may be available.

We strongly encourage applicants from all life experiences and backgrounds to apply. Please let the contact person know of any adjustments that will support you during the recruitment process, such as interpreting services, physical requirements, and/or assistive technologies.



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