



Deputy Chief Engineer

Pavements, Materials and Geotechnical

About the role

	Salary range and classification	Total fixed remuneration per annum – \$282,427.00 to \$292,757.00 Classification level SES3 (L)
	Employment type	Flexible full time, 5 year contract
	Contact officer	Ryan Webster, Client Partner, Six Degrees Executive on 0483 956 319 or RyanW@sde.com.au
	Primary location	Bulwer Island, Pinkenba (398 Tingira Street, Pinkenba, Qld, 4008)
	Reporting	Reports to Chief Engineer, Engineering and Technology Direct reports – 6
	Job ad reference no	QLD/699184/26
	Closing date	Monday, 14 September 2026

Why join TMR?

Transport and Main Roads' (TMR) vision of *Connected communities in a sustainable, thriving, and inclusive Queensland*, is aspirational and describes where we want to get to. We are delivery focused, united by our purpose to make a difference to the lives of Queenslanders.

Every day is different and so are our teams. We foster an inclusive workplace culture and will support you to grow and develop in your career while maintaining a healthy work-life balance.

TMR is committed to reconciliation and creating a workplace that empowers Aboriginal peoples and Torres Strait Islander peoples to thrive.

We strongly encourage applicants from all life experiences and backgrounds to apply.

Please tell us about any additional support or adjustments, such as interpreting services, physical requirements, or assistive technologies, that will better enable you to shine during the recruitment process.

About us

The Engineering and Technology Branch is TMR's multidisciplinary engineering and technical centre-of-excellence, providing specialist technical advice, contemporary standards, and innovative solutions to support transport infrastructure delivery.

You will play an integral part in the Engineering and Technology branch leadership team and provide vision and strategic direction to the following four units within the Pavements, Materials and Geotechnical Directorate:

- **Material Laboratory Services** - This section is critically important for ensuring that road infrastructure is built to specifications, to ensure the useful life of road assets is maximised, repair and maintenance costs are minimised, and road network safety is preserved.
- **Geotechnical** - This section conducts all geotechnical related works including geotechnical design/review, technical governance, geotechnical investigation, geotechnical instrumentation and monitoring, slope risk management and quarry material assessments and registration.
- **Pavement, Research and Innovation** - This section is TMR's central area of expertise for many road pavement materials (e.g., asphalt, unbound pavements, plant mixed stabilised pavements, bituminous binders, sprayed seals), use of recycled materials in pavements and the selection and design of road surfacing and new road pavements. The section deals with asphalt prequalification, represent TMR on the national Austroads Pavement Task Force and provide critical advice about heavy vehicle pavement impacts.
- **Pavement Rehabilitation** - This section focuses on improving the functional or structural condition of pavement while using some or all of its existing structure. The section develops, publishes, and maintains critical technical specifications, policies, standards, and guidelines associated with rehabilitation and maintenance of pavements.

Key responsibilities

The Deputy Chief Engineer (Pavements, Materials and Geotechnical) is responsible for supporting the Chief Engineer in enabling the delivery of the Department of Transport and Main Roads Infrastructure Program and enabling PMGs vision of sustainable, resilient roads to benefit the environment, community, and economy.

The position of Deputy Chief Engineer (Pavements, Materials and Geotechnical) requires strong professional leadership and management capabilities. The role requires an ability to lead and manage the Pavements, Materials & Geotechnical (PMG) Directorate to deliver government priorities along with achieving excellence in client service delivery. The Deputy Chief Engineer is to provide high level leadership by working collaboratively with internal and external stakeholders.

As Deputy Chief Engineer you will lead the PMG Directorate by working collaboratively with districts, industry and research partners to deliver innovative and cost-effective approaches to pavement technology. You will oversee the development and maintenance of many of the technical standards which underpin road construction in Queensland and the provision of expert advice and audit services for TMR construction rehabilitation and maintenance activities.

As PMG also manages the TMR/National Transport Research Organisation (NTRO) research program, titled the National Asset Centre of Excellence (NACOE), you will play a key role in ensuring key outcomes and deliverables are met. As a senior executive your performance will be assessed according to four key accountability perspectives: financial, stakeholder and outcome, internal business and learning and growth.

Some of your responsibilities will include:

Financial

- The Deputy Chief Engineer (Pavements, Materials and Geotechnical) has a financial delegation of \$1.25M and is accountable for an operating budget of \$22M and generating income of \$13M.
- The Deputy Chief Engineer (Pavements, Materials and Geotechnical) is accountable for ensuring that TMR procurement and expenditure approval processes are followed to ensure agency specific sustainable financial outcomes are met, and maximised public value is achieved.

Stakeholder and outcome

- Through leadership and vision, ensure that the Pavements, Materials and Geotechnical Directorate contributes to the delivery of organisational goals. This requires implementing the following strategies:
 - Strategic priority #1: Enhancing opportunities for recycling, sustainability and resilience.
 - Strategic priority #2: Improving existing systems and technologies to enhance performance.
 - Strategic priority #3: Ensuring workplace health and safety for our people and the broader workforce.
 - Strategic priority #4: Pursuing innovation and research to further improve products, services and solutions.
- Ensure Transport and Main Roads develops and maintains technical governance frameworks and compliance monitoring frameworks.
- Continue implementing the actions which will form the foundation for achieving the 4-year Technology Plans across the Engineering and Technology Branch.
- Provide authoritative technical advice to the Minister, Director-General, Deputy Director-General (Infrastructure Management Division), Chief Engineer (Engineering & Technology) and the Senior Leadership Team.
- Manage the Department's testing laboratory, to ensure that Transport and Main Roads is abreast of best practice technology, and has the capability to test innovative materials, to ensure quality on Transport and Main Roads construction and maintenance operations throughout the state.
- Ensure the Pavements, Materials and Geotechnical Directorate develops and maintains internal and external networks and the capability to influence government and the national agenda, professional and teaching institutions, and civil supply sectors.
- Lead the engagement and foster a positive relationship with academic and industry partners related to pavement, materials and geotechnical outcomes.
- Foster a high performing, customer centric workforce with an ethical and healthy workplace culture that reinforces trust in the sector.

Internal business

- Ensure the development, revision and integration of policy, systems, standards and processes

across the full delivery function.

- Provide authoritative input into Ministerial correspondence for issues relating to Pavements, Materials and Geotechnical areas.
- Ensure the Pavements, Materials and Geotechnical Directorate provides discipline leadership, influence and expert services.
- Ensure pavement and related performance data is readily accessible for informing, planning and establishing priorities.

Learning and growth

- Ensure Pavements, Materials and Geotechnical Directorate is strategically positioned to influence and participate in the implementation of relevant technical education and training programs.
- Ensure that Pavements, Materials and Geotechnical Directorate has ongoing capability and capacity to meet the current and emerging business needs of Transport and Main Roads.
- Ensure the creation of an organisational climate in Pavements, Materials and Geotechnical Directorate that is inclusive and values applied research, development and innovation and is effective in the transfer of technical knowledge to both TMR and industry.

About you

We recognise and celebrate that everyone is unique and seek the applicant best suited to the role. We will assess your experience, knowledge and acquired skills, as well as your potential for development and your personal qualities. To thrive in this role, you will need to demonstrate the following:

Mandatory qualifications and conditions

- A Washington Accord accredited four-year degree in Engineering or equivalence recognised by Engineers Australia.
- Registration as a Professional Engineer of Queensland is mandatory for appointment to the position. Engineers may still apply for the position without being a RPEQ, provided they attain registration prior to appointment.
- Due to this role having access to sensitive data, a criminal history check will be undertaken prior to appointment to the role.
- Current "C" class driver's license.
- Submitting a Declaration of Interests form.

Desirable qualifications:

- A post-graduate degree in Engineering or Management.

Requirements of the role

- **Technical Leadership in Pavements, Materials & Geotechnical Engineering** - Established technical leader with expertise across complex pavement design, geotechnical engineering, materials testing, research, and technical governance.

- **Strategic and Systems Thinking** - Capability to set strategic direction for multiple specialised units, align technical functions with branch and departmental priorities, and ensure delivery of long-term strategic objectives. Able to balance innovation, sustainability, safety and performance across the state-wide transport network.
- **Executive Stakeholder Engagement & Influence** - Proven ability to build and sustain high-trust relationships with senior leaders, districts, industry, academia, and national bodies. Able to influence policy, shape government and national agendas, and represent TMR on specialist committees and programs.
- **Operational & Financial Stewardship** - Demonstrated ability to manage significant budgets, delegations and procurement processes and to ensure responsible, transparent and value-for-money decision-making. Capable of overseeing laboratory operations, technical assurance functions and delivery of major research programs.
- **People Leadership** - Ability to lead and inspire a diverse technical workforce, foster high performance, and cultivate a culture of safety, innovation, professional excellence and customer focus. Includes workforce capability planning, coaching leaders, and creating an environment that supports research, knowledge transfer, and continuous improvement.



Important information for applicants

The successful applicant will be subject to pre-employment checks before appointment. Refer to the Applicant guide for more information.

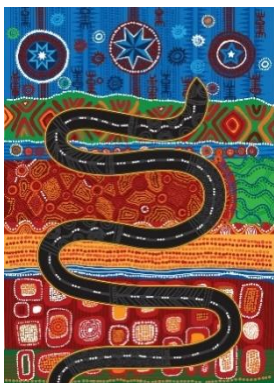
The successful applicant may be required to participate in any vocational training that is supported by Transport and Main Roads.

Please note there is adequate free parking available at Bulwer Island however, public transport to this site is very limited.



How to apply

For a confidential discussion, contact Ryan Webster on 0483 956 319 or RyanW@sde.com.au, or submit a cover letter and current CV via <https://www.sixdegreesexecutive.com.au/jobs/37142> by 14 September 2026.



The Queensland Government is reframing its relationship with Aboriginal peoples and Torres Strait Islander peoples.

This can only be achieved by working in partnership as we move forward together with mutual respect, recognition, and a willingness to speak the truth about our shared history.

At TMR, we value the relationships and contributions Aboriginal peoples, and Torres Strait Islander peoples make to our diverse and inclusive workforce and the people of Queensland.