

Role Description: **Graduate Building Services Engineer**

Location:	Brisbane, Queensland
Disciplines:	Mechanical Electrical Fire Protection Hydraulics ESD / Sustainability
Reports to	Director, Office Manager, Discipline Leader or other assigned persons
Liaison	Project Leaders, Discipline Leaders, Client and Design Team, Contractors and others
Function	Provide engineering consulting support across the technical, project delivery and commercial requirements of the business while developing the skills and experience required to become a capable and well-rounded building services engineer.

Role Purpose

The Graduate Building Services Engineer supports the design and delivery of building services engineering solutions across a range of project types and sectors. Working under the guidance of experienced engineers and project leaders, the role will contribute to projects from early concept and design development through documentation, construction and completion.

The position provides exposure to engineering design, calculations, modelling, documentation, coordination, site inspections and client engagement while building an understanding of the technical, commercial and collaborative requirements of engineering consultancy.

Graduate Engineers may be appointed within the Mechanical, Electrical, Fire Protection, Hydraulic or ESD / Sustainability disciplines depending on their qualifications, experience and area of interest.

Core Responsibilities

Engineering and Technical

- Assist with the design and documentation of building services systems relevant to the nominated engineering discipline.
- Undertake engineering calculations, assessments and technical analysis under appropriate supervision.
- Assist with the preparation of drawings, models, specifications, schedules, reports and other engineering documentation.
- Develop designs in accordance with applicable Australian Standards, the National Construction Code, authority requirements and other relevant legislation and guidelines.
- Undertake technical research and investigate engineering solutions to support project outcomes.
- Participate in internal design reviews, coordination meetings and engineering workshops.
- Assist with reviewing architectural, structural and other consultant documentation to identify engineering interfaces and coordination requirements.
- Develop an understanding of constructability, installation requirements and practical engineering outcomes.
- Apply company quality assurance processes and respond constructively to technical reviews and feedback.

Project Delivery

- Support the delivery of engineering projects from concept through design, construction and completion.
- Work with Project Leaders and senior engineers to deliver agreed project requirements, milestones and documentation.
- Assist with the coordination of engineering services with architects, other engineering disciplines, contractors and specialist consultants.

- Attend site inspections, surveys, design meetings and client meetings as required.
- Assist with responses to RFIs, technical queries and construction-phase matters.
- Maintain accurate project records, calculations and documentation.
- Develop an understanding of project scope, programme, fee, resourcing and commercial considerations.
- Complete assigned tasks within agreed timeframes and communicate early where additional information, assistance or time may be required.

Collaboration and Communication

- Work collaboratively within multidisciplinary project teams.
- Communicate clearly and professionally with colleagues, clients and other project stakeholders.
- Build positive working relationships with internal and external project team members.
- Ask questions, seek guidance and actively contribute to technical discussions.
- Participate in team meetings, knowledge-sharing sessions and continuous improvement initiatives.
- Contribute to a positive, respectful and supportive office culture.

Professional Development

- Take ownership of ongoing technical and professional development.
- Participate in internal and external training, mentoring and graduate development opportunities.
- Develop an understanding of relevant Australian Standards, legislation, codes and industry practices.
- Build proficiency in relevant engineering, documentation and modelling software.
- Work towards appropriate professional accreditation, registration or Chartered status where applicable.
- Seek feedback and demonstrate continuous improvement in technical capability, communication and project delivery.
- Develop broader commercial awareness and an understanding of the role engineers play in delivering successful project and client outcomes.

Skills and Experience

Essential

- Bachelor's degree, or nearing completion of a Bachelor's degree, in an engineering discipline relevant to building services, sustainability or the nominated position.
- Sound understanding of engineering fundamentals and a genuine interest in building services engineering.
- Strong analytical and problem-solving skills.
- Good written and verbal communication skills.
- Ability to work effectively within a team environment.
- Strong organisational skills and attention to detail.
- Competency with Microsoft Office applications.
- Willingness to learn, seek feedback and develop professionally.
- Ability to manage competing tasks and communicate priorities effectively.

Desirable

- Previous internship, Work Integrated Learning, vacation employment or practical industry experience.
- Exposure to Revit, AutoCAD, Bluebeam or other relevant engineering and documentation software.
- Familiarity with engineering calculations, BIM or digital engineering workflows.
- Basic understanding of the National Construction Code, Australian Standards or building industry regulatory requirements.
- Previous exposure to construction, engineering, trade or building industry environments.
- Current Australian driver's licence.

Personal Attributes

We are looking for graduates who demonstrate:

- A positive and proactive attitude.
- Curiosity and a genuine interest in understanding how buildings and engineering systems work.
- Strong attention to detail.
- A willingness to ask questions and learn from others.
- Accountability for assigned tasks and commitments.
- A practical and solution-focused mindset.
- Professionalism and effective communication.
- A collaborative approach to working within multidisciplinary teams.
- Commitment to delivering quality outcomes.
- Adaptability and willingness to work across different projects and sectors.
- An interest in developing both technical capability and commercial awareness.

Key Performance Indicators (KPI'S)

Performance will be assessed relative to the individual's experience and stage of development, including:

- Quality and accuracy of engineering work and documentation.
- Progression of technical competency within the nominated discipline.
- Timely completion of allocated tasks.
- Effective application of quality assurance procedures.
- Responsiveness to technical review and feedback.
- Contribution to project programme and delivery objectives.
- Effective communication and collaboration with project teams.
- Development of software, documentation and engineering capabilities.
- Understanding of project scope, programme and commercial requirements.
- Achievement of agreed professional development objectives.
- Compliance with company safety, quality and professional standards.