

The Services Engineer is responsible for overseeing the design and coordination of building services for our projects.

This role involves working closely with the design team, subcontractors, and clients to ensure that all building services are designed and implemented to the highest standards

The Benefits

Baseline is a company that believes our people thrive in a supportive and trusting environment; to enable your success with us, we can offer you:

- Flexible/Hybrid working
- Range of projects across NSW
- Ongoing training and development
- Competitive remuneration packages, including use of company vehicles, salary packaging, and technology provisions
- Consistent pipeline of varied work
- Tailored career progression
- Dog friendly office (BYO puppies)

Baseline is a progressive head contractor specialising in government and commercial projects.

We believe every successful build needs the right foundation. That's what we deliver, with years of client-side experience and a culture defined by transparency, safety and quality.

There's always a better way to build. It begins with Baseline.

Build Honestly

The way we work with clients, stakeholders and subcontractors is the same way we work as a team: honestly. Our people and our processes are grounded in transparency. Our culture is one of integrity at every level. We foster a supportive, inclusive and fair working environment.

Build Safely

Safety is at the core of everything we do. We not only want to encourage a safety-first mindset among our own people – we want to challenge the entire industry to make safety its priority.

Through meticulous planning and collaboration with experts, we take meaningful action to reduce risk and establish a culture of collective responsibility. where everyone has the opportunity to be heard, grow and get ahead.

Go Beyond

We bring years of experience, but we also bring youthful enthusiasm. We are determined to deliver beyond the expectations of our clients, and in doing so, raise the bar with every project.

Our competence fuels our decisive nature and when we don't know the answer, we learn. We bring in experts, we assemble the right team, and we find the best way forward.



Success Factors

The ideal candidate for this role will be able to demonstrate the following behaviors/skills:

- A degree in a relevant engineering discipline (e.g., mechanical, electrical) or a combination of formal education and experience in building services design.
- Minimum 3 years' experience in multidisciplinary building services design, design management or design coordination for construction projects
- Strong technical knowledge of building services systems and design principles.
- Effective communication skills and the ability to build and maintain relationships with clients, subcontractors, and team members.
- Ability to work independently, and actively identify opportunities for input and improvements
- Proficiency in design software and tools (e.g. Autodesk suite).

Roles and responsibilities.

The Services Engineer role plays a critical role in contributing to the success of the business through:

- Contributing technical input into the design and coordination of building services, including HVAC, electrical, plumbing, audio visual, stormwater, and fire protection services
- Involvement in tender, and ECI phases of the project to ensure value add and optimisation of the entire design process
- Reviewing design proposals and documentation to evaluate cost effectiveness and buildability
- Collaborating with architects, engineers, and subcontractors to develop and review design documentation
- Ensuring compliance with relevant codes, standards and regulations
- Ability to work concurrently on multiple projects, at different phases of tender, design and construction
- Providing technical support and guidance to the project delivery team
- Coordinating with clients and stakeholders to understand the requirements and ensure their needs are met
- Monitoring and maintaining quality throughout the design and construction phases, to minimise potential defects
- Promoting business improvement and innovation in design practices



Reporting Structure

Management Level

Delivery

Delegated Authority Level

Level 3

Reporting Relationships

Design and Brand Manager

Direct Reports

NIL

Stakeholder Relationships

Pre- Construction Manager,
Construction Delivery Manager
Estimators, Project Managers,
Site Managers

Key result areas for the role.

Success in this role will be defined by your ability to deliver within the Baseline values and personality framework:

Build Honestly

- Ensure transparency and integrity in all design activities and maintain strong relationships with stakeholders
- Accountable for accurate and timely project reporting
- Manage resources engaged in projects and liaise with clients and management as required

Build Safely

- Uphold high standards for health, safety, and quality in design and construction

Go Beyond

- Represent to client's best interest from inception to completion of the project
- Determine the needs, requirements and constraint of the client.
- Promote innovation and continuous improvement in design practices and contribute to the company's reputation for excellence.

Genuine/Trusted

- Be an advocate for positive and inclusive workplace culture
- Provide reliable technical support and guidance to the project team
- Work with honesty and integrity in all aspects of your role

Intelligent

- Demonstrate technical expertise and drive a positive culture of learning and development within the team

Active

- responsibility for the successful delivery of building services design and champion collaboration and teamwork
- Lead by example and lean into actively undertaking all role requirements as required to achieve optimal outcomes for the company.

