

About the job: Senior Engineer - Electrical, Instrumentation & Controls

Middleton Group is an Australia-owned and operated consultancy with a team of engineers and project managers who thrive on solving complex power and energy challenges through innovation, collaboration and engineering excellence. We specialise in all the major engineering market segments including transportation, sustainable energy, industrial and power utilities.

Our services include:

- Strategy and planning
- Design and engineering
- Project management and delivery
- Operations and maintenance

We believe it is our responsibility to create a sustainable energy future for our communities. We understand that it is incumbent upon every individual within our organisation to help our local industry partners and communities to move toward sustainable power usage and renewable energy.

At Middleton Group, we aim to develop future leaders for the industry in a collaborative environment and strive to create an exceptional place to work for our people. Working with us, you will benefit from:

- Varied and challenging work
- Ongoing training and development
- Leadership opportunities
- Equality, diversity and inclusion
- Supportive and nurturing working policies

As a **Senior EI&C Engineer at Middleton Group**, you will play a key role in leading multi-disciplinary engineering design and delivery across major infrastructure and water projects. You'll combine deep technical expertise with strong leadership and commercial acumen to drive project success, foster client relationships, and contribute to the company's growth through strategic work-winning and design leadership.

Responsibility

- Lead design and delivery of concept, functional, and detailed designs for water and infrastructure projects within scope, budget, and program.
- Oversee and coordinate multidisciplinary teams through design and delivery stages.
- Manage project lifecycle including scoping, stakeholder engagement, risk, resourcing, and reporting.
- Lead work-winning efforts including bid strategy, preparation of proposals, and client presentations.
- Build and maintain strong client relationships, positioning Middleton Group as a preferred partner.
- Drive design excellence and quality assurance across projects.
- Provide technical mentorship, peer review, and leadership to internal teams.
- Actively contribute to business development, market insights, and pipeline strategy.

Technical Depth & Breadth

- Deep knowledge of high and low voltage electrical systems, control systems, and plant integration.
- Proven capability in water, industrial, or infrastructure sectors with design and site experience.
- Ability to integrate advanced engineering principles and technologies to solve complex problems.

Leadership

- Trusted advisor to clients and internal teams, providing clear direction and solutions.
- Mentor junior engineers and actively build technical capability within the business.
- Collaborate across disciplines to align technical delivery with strategic objectives.

Communication / Interpersonal Skills

- Excellent written and verbal communication; capable of writing compelling bids and delivering persuasive presentations.
- Strong stakeholder engagement and negotiation skills.
- Effective in translating technical ideas into business value for clients and partners.

Personal Attributes

- Values driven - Committed to nurturing a people focussed culture based on care, respect
- and accountability
- People Focussed - Demonstrates genuine care for staff well-being and development, fostering a supportive work culture.
- Growth Mindset - Seeks and embraces opportunities for development, innovation and improvement
- Engagement & Collaboration Focussed - Connects and inspires collaborative teamwork across Middleton Group, leading a culture of celebration and fostering an environment of engagement and collaboration.

Education & Experience

- Bachelor of Engineering (Electrical or relevant discipline)
- Chartered Professional Engineer (CPEng)
- 10+ years of experience in engineering consulting, design, and delivery

Middleton Group values workforce diversity and inclusion. In line with this, we strongly encourage applications from people with different backgrounds including but not limited to female leaders as part of our commitment to improving diversity at the executive level.

Location

Melbourne or Sydney. Workplace flexibility is important to us, and we are open to discussion on what balance works for you.

Applications are reviewed as they are submitted so we would love to hear from you as soon as possible. If we find our perfect candidate, the position may be filled before the advertisement is closed.