

Role Description

Traffic Engineer

Cluster	Transport for NSW
Agency	Roads and Maritime Services
Division/ Branch/ Unit	Motorways/Various
Location	Sydney
Classification/ Grade/ Band	EL4
Role Number	TBC
ANZSCO Code	233215
PCAT Code	1229192
Date of Approval	April 2019
Agency Website	http://www.rms.nsw.gov.au/

Agency overview

Roads & Maritime Services (Roads and Maritime) was formed on 1 November 2011 with key accountabilities:

- Delivery of new roads and maritime infrastructure to optimise safety and effective & efficient use
- Effective & efficient traffic management and use of the road and maritime network
- Execution of road and maritime safety policies and regulations
- Maintenance of the road and maritime infrastructure to optimise safety, traffic management and asset life.

Roads and Maritime is part of a new integrated transport authority led by Transport for NSW (TfNSW) that aims to create a better transport system, one that is fundamentally designed around the needs and expectations of customers, communities and the economy.

The other delivery focused Transport Agencies include Sydney Trains, NSW Trains and the State Transit Authority. The Private Transport Operators include Private Ferry operators and Private Bus operators.

Primary purpose of the role

The role is responsible for supporting the project team across all traffic management and traffic performance requirements for the project. Acting as a key point of contact for all traffic related matters with internal and external stakeholders in order to deliver effective, integrated traffic management solutions.

Key accountabilities

- Arrange/Co-ordinate Traffic analysis and modelling
- Interpret results of analysis and reporting to identify network performance issues and develop recommended solutions for improvement
- Coordinate the traffic engineering and transportation planning inputs into the EIS reports, technical

documents and papers.

- Contribute to meeting the project group's community and stakeholder objectives by representing the RMS on internal and/or inter-Governmental working groups as required.
- Contribute to the wider interface management by acting as a representative for the project/RMS at key stakeholder meetings. In particular liaising with members of the public to address questions and concerns, analyzing feedback to inform recommendations for improvement.
- Contribute to consistency in road network planning and traffic engineering by ensuring alignment with RMS policies and technical guidelines as well as maintaining effective interfaces with RMS' Subject Matter Experts and other motorways project teams.

Key challenges

- Understanding and interpreting a range of technical modelling data derived from a range of techniques and assumptions.
- Operating effectively in a large project team with multiple internal and external technical stakeholders with varying levels of traffic engineering and transport planning understanding.
- Providing advice and input on traffic management decision making

Key relationships

Who	Why
Internal	
Project Environmental Team	• Liaise for the development of the project EIs
Project Delivery Team	• Offer advice and input based on available data and own judgement
Project Communications/Interface Management Team	• Work collaboratively on community stakeholder engagement
RMS Subject Matter Experts	• Responsible for consistency and technical excellence in modelling procedures and outcomes.
TfNSW, Sydney Coordination Office	• Liaise with regarding traffic impacts of development.
External	
Project Technical Advisors	• Responsible for delivery of project technical modelling and design tasks. Offer own input and advice regarding traffic matters.
Community Interest Groups and members of the public	• Act as key point of liaison for the project team with members of the public to manage relationship and address traffic concerns
Other federal, state and local government agencies	• Key interdependencies across the public sector that will enable and support project success

Role dimensions

Decision making

The role is accountable for sourcing and analyzing information in order to offer own advice and judgement regarding traffic related matters. Overall decision making will be made in conjunction with the line manager and other senior members of the project team.

Reporting line

TBA

Direct reports

Nil

Budget/Expenditure

Nil

Essential requirements

- Tertiary qualification in relevant Engineering/related discipline
- Experience in integrated land use and transport planning for new developments
- Experience in traffic engineering analytical techniques and traffic engineering fundamentals





Capabilities for the role

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Capability summary

Below is the full list of capabilities and the level required for this role, the capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Intermediate
	Act with Integrity	Adept
	Manage Self	Adept
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Advanced
	Commit to Customer Service	Adept
	Work Collaboratively	Advanced
	Influence and Negotiate	Advanced
 Results	Deliver Results	Adept
	Plan and Prioritise	Advanced
	Think and Solve Problems	Advanced
	Demonstrate Accountability	Adept
 Technology	Finance	Intermediate
	Technology	Adept

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
	Procurement and Contract Management	Intermediate
	Project Management	Adept

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Act with Integrity	Adept	<ul style="list-style-type: none"> Represent the organisation in an honest, ethical and professional way and encourage others to do so Demonstrate professionalism to support a culture of integrity within the team/unit Set an example for others to follow and identify and explain ethical issues Ensure that others understand the legislation and policy framework within which they operate Act to prevent and report misconduct, illegal and inappropriate behaviour
Relationships Communicate Effectively	Advanced	<ul style="list-style-type: none"> Present with credibility, engage varied audiences and test levels of understanding Translate technical and complex information concisely for diverse audiences Create opportunities for others to contribute to discussion and debate Actively listen and encourage others to contribute inputs Adjust style and approach to optimise outcomes
Relationships Work Collaboratively	Advanced	<ul style="list-style-type: none"> Build a culture of respect and understanding across the organisation Recognise outcomes which resulted from effective collaboration between teams Build co-operation and overcome barriers to information sharing, communication and collaboration across the organisation and cross-government Facilitate opportunities to engage and collaborate with external stakeholders to develop joint solutions
Relationships Influence and Negotiate	Advanced	<ul style="list-style-type: none"> Influence others with a fair and considered approach and present persuasive counter-arguments Work towards mutually beneficial win/win outcomes Show sensitivity and understanding in resolving acute and complex conflicts

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> Identify key stakeholders and gain their support in advance Establish a clear negotiation position based on research, a firm grasp of key issues, likely arguments, points of difference and areas for compromise Pre-empt and minimise conflict within the organisation and with external stakeholders
Results Think and Solve Problems	Advanced	<ul style="list-style-type: none"> Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues Work through issues, weigh up alternatives and identify the most effective solutions Take account of the wider business context when considering options to resolve issues Explore a range of possibilities and creative alternatives to contribute to systems, process and business improvements Implement systems and processes that underpin high quality research and analysis
Business Enablers Project Management	Adept	<ul style="list-style-type: none"> Prepare clear project proposals and define scope and goals in measurable terms Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements Prepare accurate estimates of costs and resources required for more complex projects Communicate the project strategy and its expected benefits to others Monitor the completion of project milestones against goals and initiate amendments where necessary Evaluate progress and identify improvements to inform future projects