Role Description
Traffic Manager

Cluster	Transport
Agency	Transport for NSW
Division/ Branch/ Unit	Infrastructure & Place
Location	Sydney
Classification/ Grade/ Band	USS 10
Role Number	TBC
ANZSCO Code	312212
PCAT Code	2119192
Date of Approval	20-Jun-18
Agency Website	http://www.transport.nsw.gov.au/

Agency Overview

At Transport, we're passionate about making NSW a better place to live, work and visit. Our vision is to give everyone the freedom to choose how and when they get around, no matter where they live. Right now, we're delivering a $55.6bn program – the largest Australia has ever seen – to keep people and goods moving, connect communities and shape the future of our cities, centres and regions. At Transport, we're also committed to creating a diverse, inclusive and flexible workforce, which reflects the community and the customers we serve. Our organisation – Transport for NSW – is comprised of nine integrated divisions that focus on achieving community outcomes for the greater good and on putting our customers at the centre and our people at the heart of everything we do.

Infrastructure & Place

 We are a trusted partner to our clients, developing and delivering smart, integrated and sustainable infrastructure and places that are valued by our customers and communities.

Primary purpose of the role

The Traffic Manager is responsible for the overall road user access of the Warringah Freeway Upgrade (WFU) project in order to ensure that the WFU meets government, community and environmental expectations.

Key accountabilities

Provide high level technical advice and review of environmental reports and plans to guide road user access requirements into the Project.

- Coordinate, monitor site management methods and review traffic management and incident management practices to integrate a seamless implementation of the WFU Delay Management Strategy working closely with regions responsible for other maintenance and roadwork activities.
- Provide timely and accurate specialist advice and briefings to the Branch, Division, contractors and consultants to support high level decision making in relation to the Pacific Highway's development program, planning strategies and project proposals.

- Provide effective advice to project staff on road user safety and access issues to contribute to strengthening the Branch's leadership and influencing role in highway development.
- Undertake audits, controlling the nature of the road occupancy, review plans and monitor traffic performance in relation to highway upgrade projects to coordinate the application of consistent and appropriate traffic management standards, measures and targets.
- Assess project proposals for compliance with traffic legislation, guidelines and standards and application of best practices for traffic incident minimisation to assist the functional scope of projects.

Key challenges

- Developing flexible and workable solutions to meet TfNSW customer expectations.
- Building effective working relationships with internal and external stakeholders and contractors to support and facilitate effective traffic management outcomes
- Balancing competing work demands to meet deadlines.

Key relationships

Who	Why
Internal	
Interface Lead	- Coordinate consistency across traffic management processes. - Participate in meetings to represent project traffic controls perspective and share information - Participate in discussions and decisions regarding implementation of innovation and best practice
Project Director	- Provide timely and accurate advice on Traffic Management for the project - Participate in meetings to represent project perspective and share information
Project Management Lead	- Strategy and reporting for project controls within the project team - Project controls issues for escalation and resolution - Ensure that procedures and systems have been correctly established and are working effectively

Role dimensions

Decision making

This role:

- Is accountable, in collaboration with the Interface Lead for the delivery of appropriate traffic management strategy for the project.

Reporting line

TBA

Direct reports

Nil

NSW
GOVERNMENT

TBC

Essential requirements

1. Tertiary qualifications in engineering, project management or related discipline.

2. Excellent conceptual, analytical and problem-solving skills and the capacity to identify innovation opportunities and initiate and lead change.

3. Knowledge and experience in road network assessment, implementation of traffic flow improvement programs and/or projects and issues associated with access and mobility on the road network.

4. Superior communication skills, including demonstrated ability to communicate tactfully and effectively with internal and external stakeholders at all levels, including sensitivity in dealing with community and political issues.

5. Proven problem solving, liaison, negotiation and consultation skills.

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**	**Adept**
	Act with Integrity	**Adept**
	Manage Self	Adept
	Value Diversity	Adept
Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	**Advanced**
	Influence and Negotiate	Adept
Results	**Deliver Results**	**Adept**
	Plan and Prioritise	**Adept**
	Think and Solve Problems	Adept
	Demonstrate Accountability	Intermediate
Business Enablers	Finance	Adept
	Technology	Advanced
	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 Display Resilience and Courage	Adept	• Be flexible, show initiative and respond quickly when situations change • Give frank and honest feedback/advice • Listen when ideas are challenged, seek to understand the nature of the criticism and respond constructively • Raise and work through challenging issues and seek alternatives • Keep control of own emotions and stay calm under pressure and in challenging situations
Personal Attributes Act with Integrity	Adept	• 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

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
		• Act to prevent and report misconduct, illegal and inappropriate behaviour
Relationships Work Collaboratively	Advanced	• 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
Results Deliver Results	Adept	• Take responsibility for delivering on intended outcomes • Make sure team/unit staff understand expected goals and acknowledge success • Identify resource needs and ensure goals are achieved within budget and deadlines • Identify changed priorities and ensure allocation of resources meets new business needs • Ensure financial implications of changed priorities are explicit and budgeted for • Use own expertise and seek others' expertise to achieve work outcomes
Results Plan and Prioritise	Adept	• Take into account future aims and goals of the team/unit and organisation when prioritising own and others' work • Initiate, prioritise, consult on and develop team/unit goals, strategies and plans • Anticipate and assess the impact of changes, such as government policy/economic conditions, on team/unit objectives and initiate appropriate responses • Ensure current work plans and activities support and are consistent with organisational change initiatives • Evaluate achievements and adjust future plans accordingly