Role Description
Senior Systems Assurance Engineer

Cluster	Transport
Agency	Transport for NSW
Division/Branch/Unit	Infrastructure & Place / Operational Systems / TISC
Location	Redfern
Classification/Grade/Band	Grade 9
Role Number	51013222, 50004745, 50004750
ANZSCO Code	233311
PCAT Code	2112492
Date of Approval	October 2019
Agency Website	www.transport.nsw.gov.au

Agency overview

Transport for NSW (TfNSW) is the lead agency of the NSW Transport cluster. At Transport, we're passionate about making NSW a better place to live, work and visit. Our vision is of a connected roads and public transport network that has higher capacity and gives people the freedom to choose how and when they get around, no matter where they live and work. Right now, we're delivering a $41.5bn program – the largest this nation 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.

Primary purpose of the role

The primary purpose of the roles are to support complex projects in following Systems Assurance processes, thereby ensuring compliance with required functional and safety standards. This involves managing System Assurance deliverables through planning, requirements specifications, risk assessment, hazard analysis, submission and review of documentation, and improvement of system performance.

The roles assist project design, technical and delivery teams to enable effective integration and collaboration by contributing to design assistance, assurance and technical problem solving.

Key accountabilities

- Live the NSW Public Sector and organisational values to achieve outstanding outcomes for the organisation and customers.
- Advise, guide and support projects in demonstrating compliance with relevant systems assurance processes, engineering standards and technical and user requirements during all phases of the project.
- Perform systems assurance reviews including submission of comments for compliance with systems and safety engineering requirements, demonstrating that the end product is safe and fit for purpose.

- Prepare assurance documentation covering the Assurance and Governance Plan (AGP), Systems Assurance Plan (SAP) and RAMS (Reliability, Accessibility, Maintainability and Safety) to ensure program and project compliance with engineering standards, specifications and legislative requirements and to assist in the identification of issues requiring resolution which may impact on individual projects or integration with the broader transport system in NSW.
- Review safety assurance reports, risk assessments and systems engineering reports and provide recommendations for improvement.
- Ensure that risk assessments, risk controls and verification of implementation of risk controls are documented and managed by the project throughout the project lifecycle to ensure any residual risks can be transitioned to the asset owner.
- Act as an internal consultant in relation to the system assurance processes and develop effective working relationships with internal and external project stakeholders to facilitate TISC engagement and contribution to Complex Projects.
- Contribute best practice data and information in order to continuously improve the Systems Assurance function.

Key challenges

- Developing and maintaining strong working relationships with deployed specialist resources, project and branch management teams, and the wider TfNSW community to enhance technical knowledge.
- Building effective relationships to understand customer needs and requirements to deliver customer focused outcomes.
- Develop a sound understanding of the breadth and complexities of the project activities across TfNSW and the operating environment.

Key relationships

Who	Why
Internal	
Safety & Engineering Knowledge Leads; Project Management	- Escalate issues, keep informed, advise and receive instructions. - Provide regular updates on key projects, issues and priorities.
Work Team	- Participate in meetings to represent work group perspective and share information. - Participate in discussions and decisions regarding implementation of innovation and best practice.
External	
Other divisions in TfNSW, Sydney Trains, NSW Trains, service providers, providers of specialist contracting and consultancy services, other government agencies (State and Commonwealth); private sector groups; corporate and industry associations	- Participate in forums, groups to represent agency and share information. - Participate in discussions regarding innovation and best practice.

Role dimensions

Decision making

As per the delegations for the role.

Reporting line

The role reports to the Systems Assurance Manager.

Direct reports

The role has no direct reports.

Budget/Expenditure

The role has no budget and/or expenditure.

Essential requirements

Tertiary qualifications in Engineering, System Safety, Systems Engineering, Project Management or equivalent professional qualification from a recognised tertiary institution.

This role has been identified as a Rail Safety Worker position

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.

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NSW Public Sector Capability Framework		
Capability Group	**Capability Name**	**Level**
Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Adept
	Manage Self	**Advanced**
	Value Diversity	Adept
Relationships	**Communicate Effectively**	**Advanced**
	Commit to Customer Service	Adept
	Work Collaboratively	**Adept**
	Influence and Negotiate	**Adept**
Results	**Deliver Results**	**Adept**
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	**Adept**
Business Enablers	Finance	Intermediate
	Technology	**Adept**
	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 Manage Self	Advanced	• Act as a professional role model for colleagues, set high personal goals and take pride in their achievement • Actively seek, reflect and act on feedback on own performance • Translate negative feedback into an opportunity to improve • Maintain a high level of personal motivation • Take the initiative and act in a decisive way
Relationships Communicate Effectively	Advanced	• 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

Group and Capability	Level	Behavioural Indicators
		and debate • Actively listen and encourage others to contribute inputs • Adjust style and approach to optimise outcomes • Write fluently and persuasively in a range of styles and formats
Relationships Work Collaboratively	Adept	• Encourage a culture of recognising the value of collaboration • Build co-operation and overcome barriers to information sharing and communication across teams/units • Share lessons learned across teams/units • Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work
Relationships Influence and Negotiate	Adept	• Negotiate from an informed and credible position • Lead and facilitate productive discussions with staff and stakeholders • Encourage others to talk, share and debate ideas to achieve a consensus • Recognise and explain the need for compromise • Influence others with a fair and considered approach and sound arguments • Show sensitivity and understanding in resolving conflicts and differences • Manage challenging relations with internal and external stakeholders • Pre-empt and minimise conflict
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 Demonstrate Accountability	Adept	• Assess work outcomes and identify and share learnings to inform future actions • Ensure that actions of self and others are focused on achieving organisational outcomes • Exercise delegations responsibly • Understand and apply high standards of financial probity with public monies and other resources • Identify and implement safe work practices, taking a systematic risk management approach to ensure health and safety of self and others • Conduct and report on quality control audits

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
		• Identify risks to successful achievement of goals, and take appropriate steps to mitigate those risks
Business Enablers Technology	Adept	• Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks • Identify opportunities to use a broad range of communications technologies to deliver effective messages • Understand, act on and monitor compliance with information and communications security and use policies • Identify ways to leverage the value of technology to achieve team/unit outcomes, using the existing technology of the business • Support compliance with the records, information and knowledge management requirements of the organisation

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