Role Description
Chief Engineer

Cluster	Transport
Agency	Transport for NSW
Division/Branch/Unit	Safety, Environment and Regulation Division / Asset Management Branch
Role number	**50001222**
Classification/Grade/Band	TSSE/2A
ANZSCO Code	133211
PCAT Code	2112411
Date of Approval	July 2020
Agency Website	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.

Safety Environment and Regulation

The Safety, Environment and Regulation (SER) division leads policy, strategy, standards, advice and support across safety, environment, sustainability, asset management and regulatory outcomes for customers, for community and for our people (including contractors).
SER provides 'centres of excellence' with a critical mass of expertise to support line accountability, facilitate consistency and provide assurance across the cluster. It also delivers a range of regulatory programs.

Primary purpose of the role

This role is responsible for leading, managing and developing a strategic framework for all engineering matters, (Executive Technical Advice, Standards and Professional Competence), and providing leadership and direction for specialised engineering advice relating to operational assets, across the asset life cycle, to ensure that the condition, performance and integrity of transport assets are suitable at all times for the safe and efficient delivery of multi-modal services controlled by the Transport Cluster and provided by our delivery partners.

Key accountabilities

- Lead change across the portfolio through strategic leadership which supports both the vision for the Asset Management Branch and the development of customer focused change strategies, programs and initiatives.
- Develop and drive cultural and transformational change across the engineering division to influence behavior and support the successful delivery of program and organisational objectives.
- Lead and manage the provision of expert and influential advice, including operational and cost improvement strategies, across engineering services to ensure the condition, performance and integrity of engineering assets. Maintain awareness of the political, community and industrial implications associated with projects and initiatives and managing the associated risks appropriately.
- Lead the development and maintenance of engineering standards to be used by authorised delivery partners while addressing current technology and industry trends and report on the performance of our delivery partners against these standards.
- Partner with the Transport Cluster to manage the continuous review and development of engineering standards to meet future requirements for the delivery of services designed to meet customer needs.
- Manage the Branch's contribution to business plans, budgets and risk management plans, consistent with overall Division and Corporate Plans, to ensure divisional operational excellence
- Motivate, encourage and inspire the development of a strong, efficient and ethical Branch team with a clear focus on the delivery of planned outcomes and the continual development of the capabilities and capacities of the individual team members.
- Apply any or all of the engineering functions of the Asset Management Branch to any transport mode commensurate with the role of the Asset Management and Transport for NSW.
- Contribute to the planning of future infrastructure delivery pipelines, providing advice on requirements and considerations to client divisions.

Key challenges

- Maintaining knowledge across a wide range of engineering disciplines and areas and ensuring this knowledge is reflected in standards and frameworks that ensure the safe and efficient delivery of transport services across roads, rail and maritime.
- Advising Executives across transport on technical and engineering matters, as requested, independent of delivery partners
- Building and maintaining a robust system covering a wide range of engineering assets
- Supporting a constructive environment that allows sufficient flexibility to innovate and create new opportunities for improvement.
- Balancing the requirements of customer, risk, safety and commercial outcomes for the business.
- Inspiring and leading a high performing team and instilling a culture to drive high quality outcomes across the organisation.

Key relationships

Who	Why
Internal	
Executive Director Asset Management and Executive team	• Escalate issues, keep informed, advise and receive instructions
	• Provide regular updates on key projects, issues and priorities
	• Contribute to strategic planning, policy development and decision making
Leadership Team	• Lead, inspire and motivate the team, provide direction and manage performance
External	
Engineering representatives of AEOs	• Ensure the continued safe operation of engineering assets within the defined standards framework
State and Federal Government agencies	• Represent the Asset Management Branch and Safety in relation to engineering standards Advocate strategic and business plans

Role dimensions

Decision making

The role will operate with a high level of autonomy, exercise judgement to make decisions and operate within the requirements of the agreed work plan and establishes strategic, operational priorities in consultation with the key stakeholders. The role is expected to provide integration expertise for engineering and technical requirements, as they relate multi-modal asset management, including supporting associated project engineering methodologies as a key function, ensuring timely delivery and business acumen behaviors required to meet budget constraints. The role is fully accountable for the quality and integrity of the advice provided.

The role defers to the manager on complex issues of a complex, legislative or political nature or decisions that will substantially alter the outcome or timeframes, major issues or conflicts arising in the course duties or matters requiring a higher delegated authority, including approval for expenditure or sensitive issues.

Reporting line

This role reports to the Executive Director Asset Management

Direct reports

7 Lead Engineers across multiple disciplines. Circa 60 technical specialists' indirect reports

Budget/Expenditure

The budget allocation for this role will be confirmed

Key knowledge and experience

Stakeholder management experience to navigate through government processes combined with strong leadership skills with the ability to drive performance in complex, politically and commercially sensitive environment. Maintain relevant and up to date engineering knowledge across applicable modes of transport.

Essential Requirements

- Tertiary qualifications in a relevant discipline, with extensive knowledge and experience in engineering, operational systems and/or related field.
- Relevant criminal record checks will be conducted on successful applicant prior to appointment.
- The incumbent of this position may be on call 24/7, as required.
- Engineering registration

Capabilities for the role

The NSW public sector capability framework describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus capabilities** and **complementary capabilities**.

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
Personal Attributes	**Display Resilience and Courage** Be open and honest, prepared to express your views, and willing to accept and commit to change	• Create a culture that encourages and supports openness, persistence and genuine debate around critical issues • Provide clear exposition and argument for agreed positions while remaining open to valid suggestions for change • Raise critical issues and make tough decisions • Respond to significant, complex and novel challenges with a high level of resilience and persistence • Consistently use a range of strategies to remain composed and calm and act as a stabilising influence even in the most challenging situations	• Highly Advanced
	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	• Model the highest standards of ethical and professional behaviour and reinforce their use • Represent the organisation in an honest, ethical and professional way and set an example for others to follow • Promote a culture of integrity and professionalism within the organisation and in dealings external to government • Monitor ethical practices, standards and systems and reinforce their use • Act promptly on reported breaches of legislation, policies and guidelines	Advanced
Relationships	**Work Collaboratively** Collaborate with others and value their contribution	• Establish a culture and supporting systems that facilitate information sharing, communication and learning across the sector • Publicly celebrate the successful outcomes of collaboration • Seek out and facilitate opportunities to engage and collaborate with stakeholders to develop solutions across the organisation, government and other jurisdictions • Identify and overcome barriers to collaboration with internal and external stakeholders	Highly Advanced

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
	Communicate Effectively Communicate clearly, actively listen to others, and respond with understanding and respect	Present with credibility, engage diverse audiences and test levels of understanding Translate technical and complex information clearly and concisely for diverse audiences Create opportunities for others to contribute to discussion and debate Contribute to and promote information sharing across the organisation Manage complex communications that involve understanding and responding to multiple and divergent viewpoints Explore creative ways to engage diverse audiences and communicate information Adjust style and approach to optimise outcomes • Write fluently and persuasively in plain English and in a range of styles and formats	Advanced
Results	**Deliver Results** Achieve results through the efficient use of resources and a commitment to quality outcomes	• Seek and apply the expertise of key individuals to achieve organisational outcomes • Drive a culture of achievement and acknowledge input from others • Determine how outcomes will be measured and guide others on evaluation methods • Investigate and create opportunities to enhance the achievement of organisational objectives • Make sure others understand that on-time and on-budget results are required and how overall success is defined • Control business unit output to ensure government outcomes are achieved within budgets • Progress organisational priorities and ensure that resources are acquired and used effectively	Advanced

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Capability group/sets	Capability name	Behavioural indicators	Level
	Think and Solve Problems Think, analyse and consider the broader context to develop practical solutions	• Establish and promote a culture that encourages innovation and initiative and emphasises the value of continuous improvement • Engage in high-level critical analysis of a wide range of complex information and formulate effective responses to critical policy issues • Identify and evaluate organisation-wide implications when considering proposed solutions to issues • Apply lateral thinking and develop innovative solutions that have a long-lasting, organisation-wide impact • Ensure effective governance systems are in place to guarantee quality analysis, research and reform	Highly Advanced
Business Enablers	**Finance** Understand and apply financial processes to achieve value for money and minimise financial risk	• Understand core financial terminology, policies and processes, and display knowledge of relevant recurrent and capital financial measures • Understand the impacts of funding allocations on business planning and budgets • Identify discrepancies or variances in financial and budget reports, and take corrective action • Know when to seek specialist advice and support and establish the relevant relationships • Make decisions and prepare business cases, paying due regard to financial considerations	Adept
People Management	**Manage and Develop People** Engage and motivate staff, and develop capability and potential in others	• Refine roles and responsibilities over time to achieve better business outcomes • Recognise talent, develop team capability and undertake succession planning • Coach and mentor staff and encourage professional development and continuous learning • Prioritise addressing and resolving team and individual performance issues and ensure that this approach is cascaded throughout the organisation • Implement performance development frameworks to align workforce capability with the organisation's current and future priorities and objectives	Advanced

Capability group/sets	Capability name	Behavioural indicators	Level
	Inspire Direction and Purpose Communicate goals, priorities and vision, and recognise achievements	- Champion the organisational vision and strategy, and communicate the way forward - Create a culture of confidence and trust in the future direction - Generate enthusiasm and commitment to goals and cascade understanding throughout the organisation - Communicate the parameters and expectations surrounding organisational strategies - Celebrate organisational success and high performance, and engage in activities to maintain morale	Highly Advanced

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

COMPLEMENTARY CAPABILITIES

Capability group/sets	Capability name	Description	Level
Personal Attributes	Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Advanced
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Adept
Relationships	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Adept
	Work Collaboratively	Collaborate with others and value their contribution	Advanced
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Adept
Results	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Advanced
	Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	Advanced
Business Enablers	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	Highly Advanced
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Advanced
	Project Management	Understand and apply effective planning, coordination and control methods	Advanced
People Management	Optimise Business Outcomes	Manage people and resources effectively to achieve public value	Adept
	Manage Reform and Change	Support, promote and champion change, and assist others to engage with change	Advanced

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