

Role Description

Senior Urban Designer



Transport
for NSW

Cluster	Transport for NSW
Agency	Transport for NSW
Division/Branch/Unit	Infrastructure and Place/ Technical and Project Services / Engineering Services
Location	Rozelle
Classification/Grade/Band	TSSM
Role Number	50001611
ANZSCO Code	232611
PCAT Code	1229192
Date of Approval	December 2019
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 \$51.2bn 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.

Primary purpose of the role

The Senior Urban Designer will implement the Beyond the Pavement approach on programs and projects and support the Director in providing urban design direction to the organisation. The role will drive and manage the development and delivery of urban design across a range of transport projects addressing the need for outcomes responsive to our customers, the community and the quality of our places.

Key accountabilities

- Develop urban design and visual assessment policies, guidelines and advice notes, ensuring appropriate access through a variety of communication tools.
- Provide a high standard of cost-effective urban design advice on Transport projects in accordance with Beyond the Pavement.
- Work collaboratively with relevant experts and business areas in Transport to achieve the goals of Beyond the Pavement.

- Provide advice and support to project managers and their teams through all stages of options selection, project development and delivery.
- Assist with briefing and/or supervising contractors engaged for specific projects and tasks to ensure delivery meets requirements for quality, set timeframes and cost.
- Support the Director in improving urban design understanding and practice through a range of communication activities including the Urban Design Training Program
- Support the Director in delivering Quality Assurance Systems for the team.

Key challenges

- Building understanding, respect, support and championing urban design in a large complex planning, design and construction environment, so that sound design decisions are made for the people (customers and community) and places of NSW.
- Managing critical external relationships and communications with key urban design stakeholders such as the Transport for NSW strategic road planning and urban design groups, the Department of Planning Infrastructure and Environment, the Greater Sydney Commission and the Heritage Council and the Government Architects Office.
- Ensuring the delivery of the program of projects to urban design standards that meet NSW Government delivery commitments and requirements and that maximise the benefits of infrastructure investment to the community and the built environment.

Key relationships

Who	Why
Internal	
Director Centre for Urban Design	<ul style="list-style-type: none"> • Key relationship manager, report to, receive broad guidance and direction, collaborate to determine high-level strategic priorities and organisational objectives • Provide support to the Director in ensuring the implementation of Beyond the Pavement is managed across the organisation
Urban Design advisers, including CfUD	<ul style="list-style-type: none"> • Collaborate and share information and provide consistent advice across the Transport Agency
Infrastructure and Place Project Office Directors and Project Managers	<ul style="list-style-type: none"> • Key decision- makers and project managers that will enable and support project success
Engineering Services	<ul style="list-style-type: none"> • Critical to the successful integration of Engineering and Urban Design
Environment and Communications	<ul style="list-style-type: none"> • Critical to achieving sustainable design and community acceptance.
External	
Representatives of the NSW Government Architect	<ul style="list-style-type: none"> • Key interdependencies across the public sector that will enable and support project success
Greater Sydney Commission	<ul style="list-style-type: none"> • Key interdependencies across the public sector that will enable and support project success
Local Authority landscape and parks officers	<ul style="list-style-type: none"> • Key interdependencies across the public sector that will enable and support project success

Role dimensions

Decision making

The Senior Urban Designer is accountable for ensuring an urban design approach to their projects within the transport portfolio, from urban design strategies and framework preparation through to procurement, commissioning, operation and all intermediate phases. The role is accountable for the quality, integrity and validity of the service provided.

The role defers to Director Centre for Urban Design on issues that require a higher level of delegation.

Reporting line

The Senior Urban Designer will report to the Director Centre for Urban Design who in turn reports to the Director Engineering Services.

Direct reports

The role has no direct reports.

Budget/Expenditure

As per the approved TfNSW Financial Delegations

Essential requirements

- Tertiary qualifications in a relevant discipline.
- Proven experience and leadership in the urban design of large and complex infrastructure programs and projects from project initiation to delivery in delivery models, including Private and Public Partnership (PPP), alliances, construct only and Design and Construction (D&C).
- Extensive experience in developing policy, guidelines, strategies, briefs and preparing and reviewing urban design and environmental assessment work on large scale infrastructure projects.
- Demonstrated understanding of high-level technical issues and influences from other disciplines.





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	Advanced
	Value Diversity	Adept
 Relationships	Communicate Effectively	Advanced
	Commit to Customer Service	Adept
	Work Collaboratively	Advanced
	Influence and Negotiate	Adept
 Results	Deliver Results	Adept
	Plan and Prioritise	Advanced
	Think and Solve Problems	Advanced
	Demonstrate Accountability	Advanced
 Business Enablers	Finance	Intermediate
	Technology	Adept
	Procurement and Contract Management	Adept
	Project Management	Intermediate

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	Advanced	<ul style="list-style-type: none"> Stay calm and act constructively in highly pressured and unpredictable environments Give frank, honest advice in the face of strong, contrary views Accept criticism of own ideas and respond in a thoughtful and considered way Welcome new challenges and persist in raising and working through novel and difficult issues Develop effective strategies and show decisiveness in dealing with emotionally charged situations, difficult and controversial issues
Personal Attributes Act with Integrity	Advanced	<ul style="list-style-type: none"> Act on reported breaches of rules, policies and guidelines Model the highest standards of ethical behaviour and reinforce them in others Represent the organisation in an honest, ethical and

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<p>professional way and set an example for others to follow</p> <ul style="list-style-type: none"> • Ensure that others have a working understanding of the legislation and policy framework within which they operate • 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
Relationships Communicate Effectively	Advanced	<ul style="list-style-type: none"> • Articulate complex concepts and put forward compelling arguments and rationales to all levels and types of audiences • Speak in a highly articulate and influential manner • State the facts and explain their implications for the organisation and key stakeholders • Promote the organisation's position with authority and credibility cross government, cross-jurisdictionally and outside of government • Actively listen, and identify ways to ensure all have an opportunity to contribute • Anticipate and address key areas of interest for the audience and adapt style under pressure
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
Results Deliver Results	Advanced	<ul style="list-style-type: none"> • Drive a culture of achievement and acknowledge input of others • 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 output of business unit to ensure government outcomes are achieved within budget • Progress organisational priorities and ensure effective acquisition and use of resources • Seek and apply the expertise of key individuals to achieve organisational outcomes
Results Demonstrate Accountability	Advanced	<ul style="list-style-type: none"> • Design and develop systems to establish and measure accountabilities • Ensure accountabilities are exercised in line with government and business goals

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> Exercise due diligence to ensure work health and safety risks are addressed Oversee quality assurance practices Model the highest standards of financial probity, demonstrating respect for public monies and other resources Monitor and maintain business unit knowledge of and compliance with legislative and regulatory frameworks Incorporate sound risk management principles and strategies into business planning
Business Enablers Project Management	Advanced	<ul style="list-style-type: none"> Prepare scope and business cases for more ambiguous or complex projects including cost and resource impacts Access key subject-matter experts' knowledge to inform project plans and directions Implement effective stakeholder engagement and communications strategy for all stages of projects Monitor the completion of projects and implement effective and rigorous project evaluation methodologies to inform future planning Develop effective strategies to remedy variances from project plans, and minimise impacts Manage transitions between project stages and ensure that changes are consistent with organisational goals
Business Enablers Procurement and Contract Management	Advanced	<ul style="list-style-type: none"> Ensure that whole-of-government approaches to procurement and contract management are integrated into the organisation's policies and practices Ensure that effective governance processes are in place for the organisation's provider, supplier and contractor management, tendering, procurement and contracting policies, processes and outcomes Monitor and evaluate both compliance and effectiveness of procurement and contract management within the organisation