

Role Description

Construction Director



Cluster	Transport
Agency	Sydney Metro
Division/Branch/Unit	City and Southwest project
Location	680 George Street, Sydney and other site locations
Classification/Grade/Band	Band 1B
Senior Executive Work Level Standards	Professional/Technical/Specialist
Role Number	Various
ANZSCO Code	135112
PCAT Code	2112192
Date of Approval	May 2019
Agency Website	www.sydneymetro.info
Rail Safety Worker	Yes

Agency overview

Sydney Metro is leading Australia's biggest public transport infrastructure program, developing and delivering a new world-class metro railway system for Sydney.

As a new NSW Government statutory authority, Sydney Metro has been tasked with developing and delivering metro railways, and managing their operations. Sydney Metro also leads the development of vibrant station precincts to meet customer and community needs, transforming the way Sydney travels and helping shape the future of Australia's largest city.

Primary purpose of the role

The primary purpose of the role is to lead and direct a professional team in the delivery of a significant rail infrastructure contract within the Sydney Metro City and Southwest project.

The role provides senior management, professional and technical leadership in the construction of the works and monitors activities to ensure that works are delivered safely and successfully.

The role will manage and work with contractors and service providers to deliver the works in a collaborative and cooperative manner, to support subsequent construction activities and to ensure the timely and effective delivery of the Sydney Metro City & Southwest

Key accountabilities

- Model good leadership to inspire direction and delivery, develop people, and drive change
- Live the NSW Public Sector and organisational values to achieve outstanding outcomes for the organisation and customers

- Provide senior management, technical and professional leadership for the delivery of rail infrastructure works
- Ensure the works are delivered safely and are de-risked through innovation and expertise in planning, design and delivery methodologies
- Direct the tracking and control of construction schedules and associated costs for achieving project completion within the budget and time allotted, and value for money outcomes when viewed on the basis of effective risk management, certainty of delivery and whole-of-life cost
- Lead the monitoring of effects and significances of, but not limited to, noise and vibration, air quality, traffic and transport, heritage, waste, water and energy management to minimise impacts on the environment
- Direct the planning and organisation of schedule of works to optimise safe and timely delivery, and minimise disruption, delay and inconvenience to customers and other affected public, road and public transport users, adjacent businesses, stakeholders and the community

Key challenges

- Building productive, collaborative and cooperative relationships with a wide variety of public and private sector stakeholders and service providers to ensure best practice project management while delivering complex projects
- Leading, coordinating and managing a diverse team within a complex delivery and stakeholder environment

Key relationships

Who	Why
Internal	
Delivery Director	<ul style="list-style-type: none"> • Escalate issues, keep informed, advise and receive instructions • Provide regular updates on key projects and programs, issues and priorities • Contribute to strategic planning, policy development and decision making
Direct Reports	<ul style="list-style-type: none"> • Lead, inspire and motivate the team, provide direction and manage performance
Project teams and other SM functional teams	<ul style="list-style-type: none"> • Ensure project outcomes are achieved • Liaise regarding key interfaces between the major contracts to ensure timely resolution of issues overall project success
External	
TfNSW and other Transport operating agencies, Client Control Groups, ASA	<ul style="list-style-type: none"> • Build collaborative working relationships
Government, business and community stakeholders, professional engineers and associations, independent certifiers/safety assessors	<ul style="list-style-type: none"> • Build collaborative working relationships • Representing Sydney Metro on committees, working parties and related forums and advocating the position of the team in line with strategic and business plans

Role dimensions

Decision making

This role operates with a high level of autonomy within the requirements of the agreed work plan and establishes strategic operational priorities in consultation with the Deliver Director, Central. The position is expected to deliver assigned projects to the required quality on time and at or below budget and is fully accountable for the quality, integrity and accuracy of expert advice provided.

Reporting line

Sydney Metro operates under a matrix reporting model across functional, implementation and/or project workstreams.

The role reports to the Delivery Director.

Direct reports

The role has seven direct reports.

Budget/Expenditure

The budget/expenditure allocation for the role will be confirmed.

Essential requirements

Relevant tertiary qualifications or equivalent experience in construction, engineering, business management, built environment or transport infrastructure related fields.

The role is identified as a Rail Safety Worker (RSW),

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.


This role also utilises an occupation specific capability set which contains information from the TfNSW Engineering Professionals Capability Set.

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Advanced
	Act with Integrity	Highly Advanced
	Manage Self	Advanced
	Value Diversity	Adept
 Relationships	Communicate Effectively	Advanced
	Commit to Customer Service	Advanced
	Work Collaboratively	Advanced
	Influence and Negotiate	Advanced
 Results	Deliver Results	Advanced
	Plan and Prioritise	Adept
	Think and Solve Problems	Advanced
	Demonstrate Accountability	Highly Advanced
 Business Enablers	Finance	Adept
	Technology	Adept
	Procurement and Contract Management	Adept
	Project Management	Advanced
 People Management	Manage and Develop People	Advanced
	Inspire Direction and Purpose	Advanced
	Optimise Business Outcomes	Adept
	Manage Reform and Change	Adept

Occupation / profession specific capabilities

Engineering Professionals Capability Set

 Engineering	Professional Engineering Knowledge	Level 3
	Creativity and Innovation	Level 3
	Evaluation	Level 3

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	Highly Advanced	<ul style="list-style-type: none"> • Champion and act as an advocate for the highest standards of ethical and professional behaviour • Drive a culture of integrity and professionalism across the organisation, and in dealings cross-government, cross-jurisdiction and outside of government • Define, communicate and evaluate ethical practices, standards and systems and reinforce their use • Create and promote a climate in which staff feel able to report apparent breaches of rules, policies and guidelines and act promptly and visibly in response to such reports
Relationships Commit to Customer Service	Advanced	<ul style="list-style-type: none"> • Promote a culture of quality customer service in the organisation • Initiate and develop partnerships with customers to define and evaluate service performance outcomes • Promote and manage alliances within the organisation and across the public, private and community sectors • Liaise with senior stakeholders on key issues and provide expert and influential advice • Identify and incorporate the interests and needs of customers in business process design • Ensure that the organisation's systems, processes, policies and programs respond to customer needs
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 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

Group and Capability	Level	Behavioural Indicators
Results Demonstrate Accountability	Advanced	<ul style="list-style-type: none"> • 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 <hr/> <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 • 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
People Management Manage and Develop People	Advanced	<ul style="list-style-type: none"> • 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 • Provide timely, constructive and objective feedback to staff • Address and resolve team and individual performance issues, including serious unsatisfactory performance, in a timely and effective way

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> Implement performance development frameworks to align workforce capability with the organisation's current and future priorities and objectives

Occupation specific capability set (Engineering Professionals)

Category, Sub-category	Level and Code	Skill and Level Description
Creativity & Innovation	Level 3	<ul style="list-style-type: none"> Coordinate the search for ways to innovate or create improved engineering processes, products or systems Use creative insights and innovative practices to enhance value, develop improved design or aesthetics, or improve engineering solutions for a client or stakeholder Promote activities that extend the current thinking and performance in a specific field of practice Establish systematic approaches to the conduct of innovation in engineering projects, processes and practices Study and draw on contemporary engineering research and literature to advance professional thinking and practice.
Evaluation	Level 3	<ul style="list-style-type: none"> Evaluate ongoing engineering projects, products and processes to identify and diagnose performance deficiencies, impending or actual failures, and propose remedies and solutions Monitor and evaluate product, project, process or system against whole of life criteria Set and communicate criteria to monitor and review the effectiveness of engineering designs or activities Use internal and external experts to evaluate and validate product, process or systems outcomes Assess and use technical information and statistics correctly to evaluate engineering activities and make sound evidence-based recommendations Diagnose performance deficiencies, conceive and design remedial measures and predict performance of engineering products, processes or systems Evaluate overall engineering processes and projects to gain data and input to drive future design or process improvement