Role Description
Road Designer

Cluster	Transport and Infrastructure
Agency	Roads & Maritime Services
Division/Branch/Unit	Technical & Project Services/Engineering Services
Location	Various
Classification/Grade/Band	USS 4-5-7
Role Number	Various
ANZSCO Code	312211
PCAT Code	1229192
Date of Approval	May 2019
Agency Website	www.rms.nsw.gov.au

Agency overview

Roads & Maritime Services (RMS) was formed on 1 November 2011 with key accountabilities:

- Delivery of new roads and maritime infrastructure to optimise safety and effective & efficient use
- Effective & efficient traffic management and use of the road and maritime network
- Execution of road and maritime safety policies and regulations
- Maintenance of the road and maritime infrastructure to optimise safety, traffic management and asset life

RMS is part of a new integrated transport authority led by Transport for NSW (TfNSW) that aims to create a better transport system, one that is fundamentally designed around the needs and expectations of customers, communities and the economy.

The other delivery focused Transport Agencies include Sydney Trains, NSW Trains and the State Transit Authority. The Private Transport Operators include Private Ferry operators and Private Bus operators.

Primary purpose of the role

Produce road designs, resolving difficult design problems, coordinating inputs from other technical disciplines and stakeholders and undertaking the review of internally and externally prepared road designs, in order to create strategic, concept and detail road designs.

Deliver design, review or project team activities and build capability across the road design function, by undertaking work assignments in a variety of internal and external locations. The position may work in a Region or in a specialty area such as traffic signals or design review or road policy, CADD or workforce development.

Key accountabilities

- Prepare road designs on major road infrastructure projects, in compliance with policies, standards, technical directions, guidelines, procedures and agreed requirements and contribute to the management of technical risk in road design.
- Create and assess briefs for concept and detail designs, providing advice to the external design service providers and project teams, as well as technical advice for improved road design solutions.
- Undertake reviews and safety audits on internal and external designs, to ensure the consistent application of standards and technical excellence and provide technical advice for improved road design solutions. Inform others of the risks associated with departures from current accepted design standards.
- Ensure relevant, timely and accurate advice is provided to the Manager and Director Road Design to support decision making.
- Participate in the preparation of contract documentation and the administration and management of road design contracts and participate in liaison, discussion and design advice in the offices of external design service providers.
- Promote a culture of innovation and creativity in road design within the team and develop improved road design solutions, by keeping abreast of new technologies and practices, and contributing feedback into the quality system to improve design practice.
- Contribute to improved design outcomes, by developing and maintaining constructive and collaborative relationships with internal and external stakeholders.

Key challenges

- Collaborating with industry to increase engagement from conception to delivery, to improve the private sector's capacity to deliver cost effective products and solutions to meet Government requirements.
- Keeping abreast of current and emerging best practice, changes in legislation, and technology that affect road design operations and implementing policy and standards to meet these challenges.
- Collaborating on and implementing systems to facilitate closer working relationships with consultants, contractors and other government authorities associated with road design, road infrastructure and related activities.

Key relationships

Who	Why
Internal	
Road Design Engineering	• Collaborate and share relevant information
Project Development Branch	• Ensure that relevant, timely and accurate advice is provided to colleagues, project managers, Engineering Services Manager, Director Technical Operations & Support, and Director Road Design to facilitate effective decision-making.
External	
Contractors/consultants and Industry partners	• Facilitate closer working relationships with consultants, contractors and other government authorities to improve the private sector's capacity to deliver cost effective products and solutions and meet government requirements

Role dimensions

Decision making

As per approved delegation.

Reporting line

The Road Designer reports to any of the following: Manager Road Design, speciality Design Managers, Road Design Managers and Lead Road Design Manager

Direct reports

Nil

Budget/Expenditure

Nil

Essential requirements

- Tertiary qualifications in engineering or a related discipline.
- Readiness for capability assessment to progress to higher grade after a minimum of 12 months.
- Possess a current and valid Australian motor vehicle driver license and willingness to work outside normal working hours and travel on occasion.

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
GOVERNMENT

Capabilities for USS4

NSW Public Sector Capability Framework		
Capability Group	**Capability Name**	**Level**
Personal Attributes	Display Resilience and Courage	Foundational
	Act with Integrity	**Intermediate**
	Manage Self	**Intermediate**
	Value Diversity	Foundational
Relationships	Communicate Effectively	Foundational
	Commit to Customer Service	**Intermediate**
	Work Collaboratively	**Intermediate**
	Influence and Negotiate	Foundational
Results	Deliver Results	Intermediate
	Plan and Prioritise	Intermediate
	Think and Solve Problems	**Intermediate**
	Demonstrate Accountability	Intermediate
Business Enablers	Finance	Foundational
	Technology	**Intermediate**
	Procurement and Contract Management	Foundational
	Project Management	Foundational

Focus capabilities for USS4

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	Intermediate	• Represent the organisation in an honest, ethical and professional way • Support a culture of integrity and professionalism • Understand and follow legislation, rules, policies, guidelines and codes of conduct • Help others to understand their obligations to comply with legislation, rules, policies, guidelines and codes of conduct • Recognise and report misconduct, illegal or inappropriate behaviour • Report and manage apparent conflicts of interest
Personal Attributes Manage Self	Intermediate	• Adapt existing skills to new situations • Show commitment to achieving work goals

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
		• Show awareness of own strengths and areas for growth and develop and apply new skills • Seek feedback from colleagues and stakeholders • Maintain own motivation when tasks become difficult
Relationships Commit to Customer Service	Intermediate	• Support a culture of quality customer service in the organisation • Demonstrate a thorough knowledge of the services provided and relay to customers • Identify and respond quickly to customer needs • Consider customer service requirements and develop solutions to meet needs • Resolve complex customer issues and needs • Co-operate across work areas to improve outcomes for customers
Relationships Work Collaboratively	Intermediate	• Build a supportive and co-operative team environment • Share information and learning across teams • Acknowledge outcomes which were achieved by effective collaboration • Engage other teams/units to share information and solve issues and problems jointly • Support others in challenging situations
Results Think and Solve Problems	Intermediate	• Research and analyse information and make recommendations based on relevant evidence • Identify issues that may hinder completion of tasks and find appropriate solutions • Be willing to seek out input from others and share own ideas to achieve best outcomes • Identify ways to improve systems or processes which are used by the team/unit
Business Enablers Technology	Intermediate	• Apply computer applications that enable performance of more complex tasks • Apply practical skills in the use of relevant technology • Make effective use of records, information and knowledge management functions and systems • Understand and comply with information and communications security and acceptable use policies • Support the implementation of systems improvement initiatives and the introduction and roll-out of new technologies

Capabilities for USS5

NSW Public Sector Capability Framework		
Capability Group	**Capability Name**	**Level**
Personal Attributes	Display Resilience and Courage	Foundational
	Act with Integrity	**Intermediate**
	Manage Self	**Intermediate**
	Value Diversity	Foundational
Relationships	Communicate Effectively	Intermediate
	Commit to Customer Service	**Intermediate**
	Work Collaboratively	**Intermediate**
	Influence and Negotiate	Foundational
Results	Deliver Results	Intermediate
	Plan and Prioritise	**Intermediate**
	Think and Solve Problems	**Adept**
	Demonstrate Accountability	Intermediate
Business Enablers	Finance	Foundational
	Technology	**Intermediate**
	Procurement and Contract Management	Foundational
	Project Management	Intermediate

Focus capabilities for USS5

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	Intermediate	• Represent the organisation in an honest, ethical and professional way • Support a culture of integrity and professionalism • Understand and follow legislation, rules, policies, guidelines and codes of conduct • Help others to understand their obligations to comply with legislation, rules, policies, guidelines and codes of conduct • Recognise and report misconduct, illegal or inappropriate behaviour • Report and manage apparent conflicts of interest
Personal Attributes Manage Self	Intermediate	• Adapt existing skills to new situations • Show commitment to achieving work goals

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
		• Show awareness of own strengths and areas for growth and develop and apply new skills
		• Seek feedback from colleagues and stakeholders
		• Maintain own motivation when tasks become difficult
Relationships Commit to Customer Service	Intermediate	• Support a culture of quality customer service in the organisation
		• Demonstrate a thorough knowledge of the services provided and relay to customers
		• Identify and respond quickly to customer needs
		• Consider customer service requirements and develop solutions to meet needs
		• Resolve complex customer issues and needs
		• Co-operate across work areas to improve outcomes for customers
Relationships Work Collaboratively	Intermediate	• Build a supportive and co-operative team environment
		• Share information and learning across teams
		• Acknowledge outcomes which were achieved by effective collaboration
		• Engage other teams/units to share information and solve issues and problems jointly
		• Support others in challenging situations
Results Plan and Prioritise	Intermediate	• Understand the team/unit objectives and align operational activities accordingly
		• Initiate, and develop team goals and plans and use feedback to inform future planning
		• Respond proactively to changing circumstances and adjust plans and schedules when necessary
		• Consider the implications of immediate and longer term organisational issues and how these might impact on the achievement of team/unit goals
		• Accommodate and respond with initiative to changing priorities and operating environments
Results Think and Solve Problems	Adept	• Research and analyse information, identify interrelationships and make recommendations based on relevant evidence
		• Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of options
		• Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness
		• Identify and share business process improvements to enhance effectiveness
Business Enablers Technology	Intermediate	• Apply computer applications that enable performance of more complex tasks
		• Apply practical skills in the use of relevant technology
		• Make effective use of records, information and knowledge management functions and systems
		• Understand and comply with information and communications security and acceptable use policies
		• Support the implementation of systems improvement initiatives and

Capabilities for USS7

NSW Public Sector Capability Framework		
Capability Group	**Capability Name**	**Level**
Personal Attributes	Display Resilience and Courage	Intermediate
	Act with Integrity	**Intermediate**
	Manage Self	**Adept**
	Value Diversity	Intermediate
Relationships	Communicate Effectively	Intermediate
	Commit to Customer Service	**Intermediate**
	Work Collaboratively	**Intermediate**
	Influence and Negotiate	Intermediate
Results	Deliver Results	Intermediate
	Plan and Prioritise	Adept
	Think and Solve Problems	**Adept**
	Demonstrate Accountability	Intermediate
Business Enablers	Finance	Foundational
	Technology	**Adept**
	Procurement and Contract Management	Foundational
	Project Management	**Intermediate**

Focus capabilities for USS7

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	Intermediate	• Represent the organisation in an honest, ethical and professional way • Support a culture of integrity and professionalism • Understand and follow legislation, rules, policies, guidelines and codes of conduct • Help others to understand their obligations to comply with legislation, rules, policies, guidelines and codes of conduct • Recognise and report misconduct, illegal or inappropriate

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
		behaviour
		• Report and manage apparent conflicts of interest
Personal Attributes Manage Self	Adept	• Look for and take advantage of opportunities to learn new skills and develop strengths • Show commitment to achieving challenging goals • Examine and reflect on own performance • Seek and respond positively to constructive feedback and guidance • Demonstrate a high level of personal motivation
Relationships Commit to Customer Service	Intermediate	• Support a culture of quality customer service in the organisation • Demonstrate a thorough knowledge of the services provided and relay to customers • Identify and respond quickly to customer needs • Consider customer service requirements and develop solutions to meet needs • Resolve complex customer issues and needs • Co-operate across work areas to improve outcomes for customers
Relationships Work Collaboratively	Intermediate	• Build a supportive and co-operative team environment • Share information and learning across teams • Acknowledge outcomes which were achieved by effective collaboration • Engage other teams/units to share information and solve issues and problems jointly • Support others in challenging situations
Results Think and Solve Problems	Adept	• Research and analyse information, identify interrelationships and make recommendations based on relevant evidence • Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of options • Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness • Identify and share business process improvements to enhance effectiveness
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
Business Enablers Project Management	Intermediate	• Perform basic research and analysis which others will use to inform project directions • Understand project goals, steps to be undertaken and expected outcomes

		• Prepare accurate documentation to support cost or resource estimates • Participate and contribute to reviews of progress, outcomes and future improvements • Identify and escalate any possible variance from project plans