

Role Description

Senior Design Manager



Transport
for NSW

Cluster	Transport
Agency	Transport for NSW
Division/ Branch/ Unit	Infrastructure and Place / Southern Motorways
Location	Sydney
Classification/ Grade/ Band	TSSM
Role Number	51016324
ANZSCO Code	133211
PCAT Code	1229191
Date of Approval	July 2020
Agency Website	http://www.rms.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 organization, Transport for NSW – is comprised of numerous 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.

Infrastructure and Place

We are a trusted partner to our clients, developing and delivering smart, integrated and sustainable infrastructure and places that are valued by our customers and communities.

Primary purpose of the role

Provide strategic technical advice to internal clients and private sector design organizations across the motorways project in order to deliver an effective cost efficient design. Enable the effective management of risk in the delivery of motorways projects by anticipating and resolving difficult and complex design problems.

Key accountabilities

- Plan, organize and control design activities for TfNSW on the client side
- Manage technical risk in design and in the delivery of effective and cost efficient motorways by providing design and engineering advice to the Project Office, and by offering technical leadership to project teams and external design service providers
- Provide design leadership throughout the development phase of the project, supervising contractors to ensure that design is delivered on time and to specification.

- Manage all aspects of the design throughout the delivery of the project, anticipating the impact of any changes and ensuring continued compliance with policies, standards, technical directions, guidelines, procedures and agreed requirements.
- Collaborate with other groups within the delivery team to ensure effective outcomes are achieved
- Lead the management of design reviews and safety audits, ensuring the consistent application of standards and technical excellence and provide highest level technical advice for improved road design solutions.
- Provide high level technical leadership and advice to the external design service providers and project teams and provide project coordination, contract management advice, managing and deploying unit resources and developing improved road design solutions.
- Promote a culture of innovation and creativity in regional road design offices, by providing professional leadership, mentoring and coaching staff on the project and contributing feedback into the quality system to improve design practice.
- Develop collaborative arrangements and partnerships to share and increase skill sets in road design services with private sector design consultants, to enable the delivery of high quality, cost effective design which meet TfNSW requirements.
- Ensure consistent strategic / concept / detail design outcomes to TfNSW standards by providing technical leadership to private industry project.

Key challenges

- Ensuring that relevant, timely and accurate advice is provided to the project team.
- Keeping abreast of current and emerging best practice, changes in legislation, and technology that affect road design operations and establishing and implementing relevant policy and standards to meet these challenges.
- Managing several different stakeholders in a dynamic, ever-changing environment to efficient delivery of a design that is innovative and effective.
- Managing all the processes in relation to submission of design drawings and reports by contractors and co-ordinate using technical resources, the review and response process

Key relationships

Who	Why
Internal	
Project Office	<ul style="list-style-type: none"> • Technical services issue escalation and resolution.
SMEs across other disciplines	<ul style="list-style-type: none"> • Collaborate and share information.
Who	Why
External	
External Design consultants	<ul style="list-style-type: none"> • Provide detailed design leadership and advice to ensure the most effective solution is delivered.
Contractors / consultants and developers	<ul style="list-style-type: none"> • Improve industry knowledge of design, construction & maintenance.
Industry partners	<ul style="list-style-type: none"> • Increase engagement levels.

Role dimensions

Decision making

This role is accountable for the delivery of effective and cost efficient strategic and concept specialist motorways design. Providing advice to internal clients and private sector design, ensuring agreed technical standards are implemented consistently.

Reporting line

TBC

Direct reports

Nil

Budget/Expenditure

TBC

Essential requirements

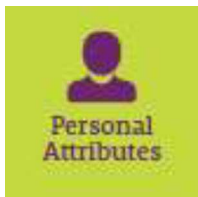

- Degree qualifications in engineering or a related discipline from an Australian University or equivalent.
- Proven capacity to analyse complex design issues, use advanced problem solving skills and make balanced and ethical judgements that balances competing design requirements and the management of technical risk in major infrastructure projects.
- Demonstrated ability to negotiate, devise and justify appropriately safe, constructible solutions to constrained physical and budget situations that require management of the risk associated with departures from currently approved design standards.
- Experience on client side project delivery.




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
	Display Resilience and Courage	Adept
	Act with Integrity	Adept
	Manage Self	Advanced
	Value Diversity	Highly Advanced
	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Advanced
	Influence and Negotiate	Highly Advanced

NSW Public Sector Capability Framework		
Capability group	Capability name	Level
	Deliver Results	Advanced
	Plan and Prioritise	Adept
	Think and Solve Problems	Advanced
	Demonstrate Accountability	Adept
	Finance	Adept
	Technology	Adept
	Procurement and Contract Management	Advanced
	Project Management	Highly Advanced
	Manage and Develop People	Adept
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Advanced
	Manage Reform and Change	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 Manage Self	Advanced	<ul style="list-style-type: none"> 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 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.

NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
Relationships Influence and Negotiate	Highly Advanced	<ul style="list-style-type: none"> Engage in a range of approaches to generate solutions, seeking expert inputs and advice to inform negotiating strategy. Use sound arguments, strong evidence, and expert opinion to influence outcomes. Determine and communicate the organisation's position and bargaining strategy. Represent the organisation in critical negotiations, including those that are cross-jurisdictional, achieving effective solutions in challenging relationships, ambiguous and conflicting positions Pre-empt and avoid conflict across organisations and with senior internal and external stakeholders. Identify contentious issues, direct discussion and debate, and steer parties towards an effective resolution.
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. 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.
Business Enablers Project Management	Highly Advanced	<ul style="list-style-type: none"> Implement effective governance processes for acceptance of projects based on sound business cases. Use historical, political and broader context to inform project directions and mitigate risk. Obtain the commitment of key stakeholders to major project strategies, including cross-organisational initiatives, and ensure ongoing communication. Ensure that project risks are managed effectively and appropriate strategies are in place to respond to variance. Implement systems for monitoring and evaluating effective management, expenditure of project budgets and resources, to achieve organisational goals.

NSW Public Sector Capability Framework		
Group and Capability	Level	Behavioural Indicators
People Management Optimise Business Outcomes	Advanced	<ul style="list-style-type: none"> • Develop workforce plans that effectively distribute organisational resources to achieve business goals. • Plan for strategic use of human resources that links to wider organisational aims and goals. • Encourage others to strive for ongoing performance improvement. • Align systems and processes to encourage improved performance and outcomes.