Role Description
Network Development Officer

Cluster	Transport for NSW
Agency	Roads & Maritime Services
Division/Branch/Unit	Sydney / North West Precinct
Location	Sydney
Classification/Grade/Band	USS9
Role Number	
ANZSCO Code	
PCAT Code	
Date of Approval	October 2018
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

The Network Development Officer is responsible for contributing to the development of multi-modal road

and safety road network projects, delivering traffic and transport impact assessments and assisting in the

assurance of optimum performance and integration for Sydney's arterial road (and active transport) network

in a designated precinct in line with defined strategies and objectives.

Key accountabilities

- Identify traffic and safety and network performance issues and assist with the development of network projects to address the specific, integrated needs of freight, road based public transport, pedestrians, cyclists and light vehicles.

- Liaise with proponents, Sydney Planning and other relevant stakeholders as required to ensure specific projects are developed in line with defined corridor strategies and address immediate to short term network performance issues that have been identified and prioritised.

- Contribute to the examination and assessment of traffic management plans and provide expert advice on major road and road related capital projects to RMS staff and other private and public bodies to ensure optimum traffic flow performance and network integration during construction and operation.

- Assist with the assessment and selection of project nominations and proposals to ensure the optimum solutions are fully developed to meet the objectives of integrated road transport management.

- Provide feedback accordingly in relation to programs and projects for media and ministerial enquiries and community response.

- Work collaboratively with other precincts to build a consistent approach to network development and major projects integration within the Sydney Division.

Key challenges

- Completing detailed review and assessments and meeting expectations to provide RMS response in commercial driven timeframes.

- Balancing the relationship between the need for various transport modes and competing customer demands.

- Influencing construction techniques, staging and timing of works to minimise delay to road users.

Key relationships

Relationships with both internal (within the department/agency) and external (outside the department/agency) stakeholders should be included where relevant. All roles require interaction with internal stakeholders, however some roles may not interact with external stakeholders.

Who	Why
Internal	
- Senior Network Development Manager	· Guidance, direction and organisational objectives

Who	Why
	· Determine high level and strategic priorities
	· Escalate complex issues and problems
- Regional Stakeholders i.e. Technical and Project Services, Environment, Network and Safety Services, Land Use	
-Sydney Division	
External	
Transport Management Centre and Transport Coordination Office	· Liaise during major road and transport construction projects
External Construction Companies	
Transport for NSW, other Local and State Government agencies and developers	

Role dimensions

Decision making

The Network Development Officer is responsible for contributing to the development of multi-modal road and safety road network projects, delivering traffic and transport impact assessments and assisting in the assurance of optimum performance and integration for Sydney's arterial road (and active transport) network. The role is fully accountable for the quality, integrity and validity of advice provided.

The role defers to the Network Development Leader on complex issues of a technical, 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

Network Development Leader

Direct reports

N/A

Budget/Expenditure

Nil

Essential requirements

- Tertiary qualifications in traffic engineering and transport planning or a related discipline, or relevant

experience.

- Demonstrated experience with investigating and contributing to the development of traffic, safety

and congestion programs, transport systems management and traffic engineering practice and

traffic modelling.

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

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	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 Communicate Effectively	Adept	• Tailor communication to the audience • Clearly explain complex concepts and arguments to individuals and groups • Monitor own and others' non-verbal cues and adapt where necessary • Create opportunities for others to be heard • Actively listen to others and clarify own understanding • Write fluently in a range of styles and formats
Relationships Work Collaboratively	Adept	• Build co-operation and overcome barriers to information sharing and communication across teams/units • Share lessons learned across teams/units • Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work
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
Results Deliver results	Adept	• Take responsibility for delivering on intended outcomes • Make sure team/unit staff understand expected goals and acknowledge success • Identify resource needs and ensure goals are achieved within budget and deadlines • Identify changed priorities and ensure allocation of resources meets new business needs • Ensure financial implications of changed priorities are explicit and budgeted for

NSW GOVERNMENT

NSW Public Sector Capability Framework		
Group and Capability	**Level**	**Behavioural Indicators**
		• Use own expertise and seek others' expertise to achieve work outcomes
Business Enablers Project Management	Adept	• Prepare clear project proposals and define scope and goals in measurable terms • Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements • Prepare accurate estimates of costs and resources required for more complex projects • Communicate the project strategy and its expected benefits to others • Monitor the completion of project milestones against goals and initiate amendments where necessary • Evaluate progress and identify improvements to inform future projects