

Role Description

Commissioning Engineer

Signalling



Cluster	Transport
Agency	Sydney Trains
Directorate/Branch/Unit	Engineering and Maintenance/Major Works
Location	Sydney
Role Grade or Band	Band 1
Senior Executive Work Level Standards	Professional / Technical / Specialist
Kind of Employment	Permanent Full Time
Role Number	50000398, 50000401, 50000402, 50000403, 50000404, 50000405
ANZSCO Code	233311
PCAT Code	1112292
Job Code	81000340
Health Assessment Category - Safety	Category 2
Vision	Defective Safe A
Hearing	Noise
Date of Approval	September 2017
Agency Website	www.sydneytrains.nsw.gov.au

Agency overview

Sydney Trains provides train services throughout the Sydney metropolitan area and was established in July 2013. Its vision is to keep Sydney moving by putting the customer at the centre of everything it does and delivering safe, reliable and clean rail services to the people of Sydney. The organisation is focused on providing sustainable, efficient and cost effective services.

Primary purpose of the role

To deliver small to medium Signalling Commissioning projects and /or contribute to testing and commissioning of other signalling projects in accordance with Sydney Trains priorities, budgets, policies and standards.

Key accountabilities

- Liaise with Project/Construction Engineers, Program Manager, Asset Owners, Interface Managers, Design Managers and 3rd party contractors on project specifications and schedule to establish a shared understanding of project scope, budget, success indicators, quality, environment, technical and safety standards.
- Develop project plans, inspection and test plans, commissioning plans/packages and ensure they are completed to time, cost and quality, technical and safety standards

- Report to the key stakeholders on the status and performance of projects.
- Coach and performance manage a project team by communicating goals and advising technical and safety issues to facilitate the achievement of objectives and to develop signalling technical skills.
- Test and commission signalling systems to ensure specified standards are met.
- Actively engage in fair and equitable workplace practices and behaviours to ensure discrimination free workplace in accordance with legislative requirements.
- Maintain an awareness of environmental policies and implement adherence to the environmental policy and procedures in order to minimise the negative impact of the corporation of the environment.
- Execute safety responsibilities, authorities and accountabilities consistent with Sydney Trains safety management system requirements which are defined in SMS document number SMS-02-RG-3058.

Key challenges

- Supporting the application of best practice project management processes and tools given the need to ensure defined methodology and processes are communicated and understood

Key relationships

Who	Why
Internal	
Testing and Commissioning Manager	<ul style="list-style-type: none"> • Escalate issues, keep informed, make recommendations and receive instruction. • Provide regular updates on issues and resolutions.
Project Managers, Senior Project Managers and Project Engineers from Major Works Division; Asset Managers Infrastructure Division	<ul style="list-style-type: none"> • For project specifications, schedule and to establish a shared understanding of project scope, budget, success indicators, quality, environment, technical and safety standards. • Handover of completed inspection and testing records for inclusion in the appropriate work package. • Provide technical advice on staging larger commissions to ensure constructability and ability to commission during possessions allocated.
Construction Works Managers; Signalling Maintenance Engineers; Principal Engineer Signalling	<ul style="list-style-type: none"> • Collaborate to complete project, keep informed on commissioning strategy and how it will be deployed; Provide construction advice and support leading up to commissioning and during handover of newly commissioned projects • Align commissioning delivery strategy to design authorities proposed operating diagrams; Provide advice on design to ensure it meets specifications and recommend design variations and changes; Provide input to risks and risk assessment process on complex changes and upgrades.
External	
Contractors	<ul style="list-style-type: none"> • Provide advice, oversee, lead and direct commissioning activities and review compliance to Sydney Trains procedures.

Role dimensions

Decision making

As per delegation for the role

Reporting line

Testing and Commissioning Manager

Direct reports

Nil direct reports. However the role operates in a matrix structure and may have up to 100 staff on a commissioning event.

Budget/Expenditure

\$30,000

Essential requirements

Accredited Signal Engineer, Field (current licensed to practice as a RailCorp Signal Engineer in accordance with RailCorp Engineer Standard TMGA 1415) and experience working as Commissioning Engineer on signalling projects


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

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
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
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 • 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 Technology	Advanced	<ul style="list-style-type: none"> • Show commitment to the use of existing and deployment of appropriate new technologies in the workplace • Implement appropriate controls to ensure compliance with information and communications security and use policies • Maintain a level of currency regarding emerging technologies and how they might be applied to support business outcomes • Seek advice from appropriate technical experts to leverage information, communication and other technologies to achieve business outcomes • Implement and monitor appropriate records, information and knowledge management systems protocols and policies
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

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
People Management Manage and Develop People	Adept	<ul style="list-style-type: none">• Define and clearly communicate roles and responsibilities to achieve team/unit outcomes• Negotiate clear performance standards and monitor progress• Develop team/unit plans that take into account team capability, strengths and opportunities for development• Provide regular constructive feedback to build on strengths and achieve results• Address and resolve team and individual performance issues, including unsatisfactory performance in a timely and effective way• Monitor and report on performance of team in line with established performance development frameworks