



POSITION DESCRIPTION

TITLE:	Project Engineer (Signalling)
LEVEL:	Operational
BUSINESS GROUP:	Renewals
RAIL SAFETY STATUS:	Rail Safety Worker

PRIMARY ACCOUNTABILITY:

Deliver medium to large Signalling projects and/or contribute to larger, more complex Signalling projects in order to support the Program Manager to meet agreed scope, timeframe, budget, quality and safety standards.

SAFETY ACCOUNTABILITIES:

- Produce and implement Inspection and Testing plans, programs and packages, in accordance with Signalling Construction Specifications, to ensure and provide evidence that new and altered signalling works are comprehensively inspected and tested prior to commissioning into use
- Manage the operation of the business and its people to ensure compliance with corporation standards, Network Rules and legislation.
- Actively enforce OH&S policy and procedures to ensure compliance with OH&S and injury management legislation and promote the development of a safe working culture.
- Actively promote and implement the Safety Management System in compliance with the Rail Safety Act to ensure a safe and reliable network.
- Implement the Renewals Division safety plan to address identified local risks and alignment with the corporate safety strategy.

ACCOUNTABILITIES

- Liaise with Program/Asset managers and Design Team on project specifications to establish a shared understanding of project scope, budget, success indicators, quality, environmental and safety standards.
- Develop project plans and budgets and implement by scheduling works and coordinating team activities for Signalling projects to ensure they are completed to time, cost, quality and safety standards and satisfy client requirements.
- Identify issues and resolve problems related to technical specifications, budgets, safety, quality, environmental and resourcing by following established procedures to minimise the negative impact on project delivery.
- Report to the Program/Asset Managers about human, plant and equipment resource requirements for project elements to facilitate resourcing according to project plans.
- Report to Program and Asset Managers (and clients when required) on the status and performance of projects to enable a collaborative approach to be taken to address issues.



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- Use resources appropriately to ensure current information about technological, industry and market changes and developments is accessible so innovative and cost-effective solutions can be provided to win work and satisfy client requirements.
- Lead, direct, coach and performance manage a project team by communicating goals and advising on technical and safety issues to facilitate the achievement of project objectives and employee development.
- Test and commission Signalling work to ensure specified standards are met.
- Maintain an awareness of environmental policies and procedures to minimise the negative impact of the business on the environment.
- Actively engage in fair and equitable workplace practices and behaviours to ensure discrimination free workplace in accordance with legislative requirements.
- Implement adherence to the environmental policy and procedures in order to minimise the negative impact of the corporation on the environment.

COMPETENCIES

Adaptability - Maintaining effectiveness when experiencing major changes in work tasks or the work environment; adjusting effectively to work within new work structures, processes, requirements or cultures.

Building a Successful Team - Using appropriate methods and flexible interpersonal style to help build a cohesive team; facilitating the completion of goals.

Change Leadership - Continuously seeking opportunities for different and innovative approaches to addressing organisational problems and opportunities; facilitating the use of knowledge to help from outside the work place to identify potential problems or improvement opportunities; advocating the need for self or others to seek a better way to address work process issues.

Customer Focus - Making customers and their needs a primary focus of one's actions; developing and sustaining positive customer relationships.

Commercial Acumen - Taking action to maximise the contribution of own area of the business to the companies profitability and growth. Constantly looking for opportunities to improve business performance and growth; managing business operations to maintain on going competitive advantage; taking business decisions based on cost benefit analysis, business savvy and consideration of organisational restraints and resources.

Communication - Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.

Develop Strategic Client Relationships - Proactively identifying and developing strategic client relationships; anticipating client requirements; initiating or encouraging action which meets or exceeds client expectations; using appropriate interpersonal styles and methods to ensure on going client satisfaction.

Management Disposition - Demonstrating the quality, traits and attributes that contribute to effectively relate to and identify with peers, and superiors; convey an image that is consistent with the role of management in RailCorp.

Managing Individual Performance - Maximising the individual's ability to meet goals and objectives by clarifying performance requirements; facilitating input; setting performance expectations; effectively delegating responsibility; providing support, feedback and coaching to achieve performance goals.



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Monitor the Safety System - Being aware of conditions that effect employee safety in the infrastructure environment; having systems and processes in place to ensure safety systems are constantly monitored for effectiveness.

Negotiation - Effectively exploring alternatives and positions to reach outcomes that gain the support and acceptance of all parties.

Operational Decision Making - Relating and comparing data on day to day effectiveness from different sources; establishing goals and requirements that reflect organisational objectives and values; committing to a course of action after developing alternatives based on logical assumptions and factual information taking into consideration organisational constraints and values.

Project Planning and Organising - Establishing courses of action for self and others to ensure that work is completed efficiently. Compiling and executing a project plan and/or Asset Management Plan (AMP).

KNOWLEDGE/EXPERIENCE REQUIREMENTS

- Accredited Signal Engineer, Field with minimum 5 years experience working as Commissioning Engineer on medium to large sized Signalling projects.
- Knowledge of business objectives, policies and procedures for project management and those of HR, quality, safety, the environment and finance relevant to projects.
- Sufficient knowledge and understanding of rail operations to enable the production and implementation of signalling interface management plans.
- Detailed knowledge of Signalling Construction Specifications, with demonstrated experience in document and specification preparation and contribution to the tendering process, including costing projects and preparing budgets.
- Demonstrated project management experience, including monitoring and reporting on project progress and knowledge of project management software.
- Demonstrated experience in coordinating all aspects of signalling construction projects from concept to completion.
- Current competency certificate for Inspection, Testing and Commissioning of New and Altered Signalling Works.
- Experience in the use of computers and related commercial software packages.