

Position Description



Position Title	Rail Safety Manager - Wave Alliance
Position No	00090056
Delegation Level	005
Job Designation	Manager
Organisational Unit	The Wave Brownfield Alliance
	Major Projects Delivery
Work Centre	Brisbane
Position Type	Temporary
Rail Safety Worker	No
Medical Fitness Standard	Refer to relevant business instructions.
Performance Plan Type	Lead Others
Shiftworker	No
Classification (Range)	Contract
Pay Scale Type	Contract
Reports to Position	Project Director The Wave Brownfield

QUEENSLAND RAIL VALUES:

1 Queensland Rail - We do better together
Treat others with respect - We appreciate everyone's contributions and differences
Empower our people - We have confidence in our people
Act Safely - We work safe, to go home safe
Make a positive difference - We learn from today, to improve tomorrow

Position Purpose

Provide expert guidance and oversight on rail safety matters for the program, ensuring all projects comply with Queensland Rail requirements and relevant legislation. This role acts as a key adviser, working collaboratively with senior managers, contractors, project teams, and stakeholders to support compliance, risk management, and assurance in a complex major project environment with a construction focus. The position is embedded within the Alliance.

Position Responsibilities

1. Provide strategic rail safety advice focused on construction activities across major projects, ensuring alignment with Queensland Rail standards and legislative requirements.
2. Lead and mentor a team of Safety Specialists, ensuring their advice supports compliance with statutory obligations, assurance frameworks, and the Office of the National Rail Safety Regulator's expectations.
3. Ensure all project activities meet rail safety legislation, participant management systems, and contractual obligations, including principal contractor safety requirements.
4. Drive a proactive safety culture within the Construction Safety team by designing and implementing improvement initiatives that align with strategic safety goals.
5. Develop and promote best practice procedures and programs to improve understanding of the legal safety framework and Health, Safety, Environment Management System (HSEMS).
6. Oversee delivery of site-based safety activities, including inspections, monitoring, training, and awareness sessions, while managing complex stakeholder interfaces and promoting safety leadership.

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7. Take ownership of technical safety advice, coach team members and stakeholders in safety leadership, and act as the escalation point for risk management, incident investigations, audits, and safety systems.
8. Maintain key relationships with statutory bodies, ensuring all certifications, accreditations, and regulatory affiliations are current and compliant with Queensland requirements.
9. Lead the review and monitoring of safety procedures, ensuring systems are in place to identify and verify compliance with legal and safety obligations, and contribute to setting and tracking safety performance targets.
10. Act as the subject matter expert in supplier and subcontractor safety compliance, conducting audits and evaluations, and recommending systemic improvements to address risks and performance gaps.

Additional Factors

The appointee will be required to :-

- Comply with Queensland Rail's Code of Conduct;
- Observe all legal and safety obligations of the organisation;

What is the key selection criteria

1. High level of skill in leadership and strategic influence, enabling the guidance of teams and stakeholders in driving safety culture, compliance, and continuous improvement across major projects and complex environments.
2. Extensive knowledge of health, safety, and environmental legislation, ensuring compliance with applicable rail safety, infrastructure, and statutory requirements across major projects within the portfolio and pipeline.
3. High level of skill in managing and guiding teams, leading safety specialists and collaborating with stakeholders to ensure the integration of safety standards, assurance obligations, and regulatory requirements within project environments.
4. Extensive knowledge of safety systems, risk management, and assurance practices, enabling effective oversight of safety, risk, and incident management to ensure adherence to safety systems and the identification and mitigation of potential hazards.
5. High level of skill in stakeholder engagement and relationship management, fostering positive working relationships with key statutory bodies, external partners, and internal teams to ensure compliance and maintain essential safety certifications and affiliations.
6. Extensive knowledge of continuous improvement processes and safety program development, enabling the design and implementation of best practices and safety programs that enhance understanding of legal frameworks and improve safety practices.
7. High level of skill in evaluating and auditing suppliers and subcontractors, ensuring compliance with safety, quality, and regulatory requirements, and using data-driven insights to recommend systemic improvements.
8. Knowledge of and willingness to commit to and work within Queensland Rail's values and behaviors.

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Pre-employment Checks:

Not Applicable

Health, Safety and Environment Responsibilities

Comply with the overarching document called Health, Safety and Environment Responsibilities MD-11-6843 located in the Safety and Environment Management System.

Personal Protective Equipment needs:

Refer to relevant business instructions.

Safety Publications

Refer to relevant business instructions.

Please Note:

Queensland Rail has a random alcohol and other drug testing program.
Testing can occur anywhere, at any time, on any day.