

Position Description



Position Title	Principal Adviser Psychosocial Safety
Position No	00090239
Delegation Level	005
Job Designation	Adviser
Organisational Unit	Employee Wellbeing Health Safety and Wellbeing
Work Centre	Brisbane
Position Type	Permanent
Rail Safety Worker	No
Medical Fitness Standard	Refer to relevant business instructions.
Performance Plan Type	
Shiftworker	No
Classification (Range)	PT5 .1 - PT5 .4
Pay Scale Type	ASPT
Reports to Position	Manager Employee Wellbeing

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

To lead the execution of Queensland Rail's strategic organisational health psychology interventions and initiatives which contribute to the overarching Organisational Health and Wellbeing Program and promote psychological wellness for all employees.

Position Responsibilities

1. Lead psychosocial hazard identification, risk assessment, and control effectiveness, acting as the organisational authority on psychosocial risk and ensuring alignment with legislative, regulatory, and best practice requirements.
2. Critically review, design, and integrate policies, WHS processes, and operational practices to ensure psychosocial risk is consistently and pragmatically addressed across the organisation.
3. Lead, coach, and mentor a specialist team, building capability, accountability, and consistent high quality practice in the delivery of psychosocial risk management, assessment, and advice.
4. Design and implement programs of work at an Enterprise level to support legislative, regulatory, and best practice requirements.
5. Evaluate, monitor, and report on Healthy Minds Strategy outcomes, ensuring initiatives deliver measurable impact and ongoing compliance with organisational and regulatory expectations.
6. Provide expert psychological and organisational advice during complex incidents, investigations, audits, and regulatory engagement, supporting timely, evidence based, and risk informed decisions.
7. Build organisational capability through education, coaching, and system design, embedding sustainable psychosocial risk prevention into leadership practices, workforce systems, and change initiatives.
8. Facilitate and interpret psychometric assessments for rail safety work, ensuring assessments are applied ethically, consistently, and

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- in accordance with rail safety and regulatory requirements.
9. Act as the escalation point for complex individual and team based psychosocial risk matters, providing expert assessment, guidance, and oversight for high risk or sensitive cases.

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 leading and managing a team in a dynamic, complex, diverse and changing environment.
2. Extensive knowledge of contemporary health practices and associated legislation and National Health Standards, health and injury management, psychosocial risk management and health and wellbeing initiatives.
3. High level of skill guiding the management of psychosocial risks related to a large organisation in a practical way that builds organisational capability and balances support with accountability to achieve business goals.
4. High level of skill in positively contributing as a key member of the leadership team to achieve commercially sustainable results on time, on budget and to scope.
5. High level of contract and stakeholder management skills including strong influencing, interpersonal, and communication and negotiation skills which deliver business and people focussed outcomes.
6. High level of skill in project management in accordance with risk/liability management and change management principles.
7. Knowledge of and willingness to commit to and work within Queensland Rail's Values and Behaviours.

Pre-employment Checks:

Not Applicable

Pre-employment Qualifications:

What qualifications do I need to hold prior to applying for the position?:

20100585 Registered Psychologist

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.