Position Title	**Senior Manager Workforce Strategy, Insi**

Position No	00034658
Delegation Level	004
Job Designation	Consultant
Organisational Unit	People Planning
	Remuneration, Resourcing & OD
Work Centre	Brisbane
Position Type	Permanent
Rail Safety Worker	No
Medical Fitness Standard	Refer to relevant business instructions.
Performance Plan Type	Tech Professional Expert
Shiftworker	No
Classification (Range)	Contract
Pay Scale Type	Contract
Reports to Position	GSM Remuneration, Resourcing & OD

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 design, development and implementation of workforce planning initiatives that ensure Queensland Rail has the right workforce capacity and capabilities both now, and in the future. This role provides critical workforce insights and strategic planning frameworks to support the Executive Team and key stakeholders in optimising workforce supply, demand, and deployment. By balancing long-term business priorities with operational needs and workforce trends, this role informs enterprise workforce strategy and supports data-driven decision-making to sustain a workforce that is agile, capable and future-ready.

Position Responsibilities

1. Lead the development of workforce plans and governance frameworks that align with Queensland Rail's strategic objectives, transformation agenda, operational requirements, and financial constraints.
2. Develop and implement workforce modelling, scenario planning and predictive analytics to inform executive decision-making, considering demand and supply, demographic shifts, capability gaps and skill shortages, industry trends, and technological advancements.
3. Influence key decision-makers on workforce priorities and initiatives, driving a culture of workforce planning maturity and data-driven decision-making across Queensland Rail.
4. Advise on workforce risks, and opportunities to shape workforce initiatives such as capability uplift, reskilling and redeployment programs, and future-of-work initiatives.
5. Build and maintain relationships with key stakeholders across Queensland Rail, fostering proactive workforce planning and strategic workforce alignment, and leading change management efforts to embed

new ways of working in respect to workforce planning.

6. Lead a team of workforce planning professionals to develop and maintain workforce dashboards and predictive analytics tools to support workforce planning and strategy, including the mitigation of succession, capability and talent risks and/or shortages.

7. Ensure workforce data integrity and alignment across People, Safety and Sustainability, Finance, and operational areas, driving consistency in workforce reporting and analysis, integrating and aligning with Queensland Rail's broader data and analytics framework.

8. Continually assess and adapt workforce planning processes, priorities and strategies to respond to evolving business needs, leading practice, market conditions, and emerging technologies.

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 strategic workforce planning, including demand forecasting, supply analysis and workforce risk management.

2. Extensive knowledge of workforce strategy, workforce planning and workforce analytics reporting frameworks and strategies within a complex organisation,including the interpretation of workforce obligations including Enterprise Agreements.

3. High level of skill in leadership, change management and people management capability, with experience leading teams through substantial transformational change.

4. High level of analytical and problem solving skills, with experience in workforce modelling, scenario planning, and data analytics.

5. High level of influencing, interpersonal, consultation, relationship building, stakeholder engagement and negotiation skills that build and sustain productive relationships and partnerships with senior leadership and stakeholders.

6. High level of skill in data integration techniques across HR systems, payroll, rostering and other applicable operational systems.

7. Substantial knowledge of financial and budgetary principles as they relate to workforce management.

8. Knowledge of and willingness to commit to and work within Queensland Rail's Values and Behaviours.

Pre-employment Checks:

Not Applicable

Mandatory Qualifications (If not already held, I will gain these when in position)

40007588	Wunya Induction
40001627	Building Emergency Procedures

Enterprise Qualifications (If not already held, I will gain these when in position)

40009601	Code of Conduct Refresher
40013480	Fraud Awareness Induction
40006537	Rail Safety Awareness

QueenslandRail

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.