

# Position Description



Position Title	<b>Human Factors Adviser</b>
Position No	00089398
Delegation Level	007
Job Designation	Adviser
Organisational Unit	System Integration & Assurance
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)	PT4 .1 - PT4 .4
Pay Scale Type	ASPT
Reports to Position	Principal Human Factors Adviser

## 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 provide Human Factors advice and support the integration of Human Factors across the project lifecycle, ensuring a human-centred design process is applied and that outcomes are safe and fit-for-purpose for Queensland Rail operations.

## Position Responsibilities

1. Build and maintain effective relationships with internal and external stakeholders critical to the successful implementation of major projects at Queensland Rail.
2. Support a portfolio of projects specialising in Human Factors interventions that meet business needs and legislative requirements.
3. Support Human Factors integration and assurance across projects and the adherence to best practice human-centred design as outlined in relevant standards.
4. Take a risk-based approach in the evaluation of Human Factor impacts in design and operational readiness activities.
5. Maintain a professional knowledge of emerging trends and developments relating to human factors.
6. Research and investigate best practice Human Factors methodologies relevant to project scopes. Undertake good practice analysis and benchmarking to ensure delivery compliance and the validity of design recommendations.

## 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 supporting the implementation of Human Factors

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- processes within complex operational environments.
2. Substantial knowledge of human factors principles, human centred design methods, and relevant Human Factors standards and legislation as applied to complex operational systems.
  3. Substantial consulting, negotiation and interpersonal skills to build productive relationships with stakeholders and provide customer focused Human Factors services.
  4. Substantial level of communication skills to build strong working relationships, and a willingness to learn and develop Human Factors capability.
  5. Substantial research, analytical and evaluation skills to investigate Human Factor initiatives and assess impacts within project environments.
  6. Substantial organisation and prioritisation skills to manage competing demands while determining appropriate Human Factors interventions and maintaining high quality assurance outcomes.
  7. Knowledge of and willingness to commit to and work within Queensland Rail's Value and Behaviours.

## **Pre-employment Checks:**

Not Applicable

## **Pre-employment Qualifications:**

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

40010407 G\_Human Factors

## **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.