

# Position Description



Position Title	<b>Manager Transformation</b>
Position No	00088757
Delegation Level	004
Job Designation	Manager
Organisational Unit	Safety, Engineering & Governance
Work Centre	Brisbane
Position Type	Temporary
Rail Safety Worker	No
Medical Fitness Standard	Refer to relevant business instructions.
Performance Plan Type	
Shiftworker	No
Classification (Range)	Contract
Pay Scale Type	Contract
Reports to Position	Grp Exec Safety, Eng and Governance

## 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 development and delivery of a significant multi phased enterprise transformation project focused on the modernisation and integration of Queensland Rail's Safety and Environment Management System (SEMS). The role provides through the strategic leadership, provision of leadership, strategic direction, and management of multi-disciplinary teams, budgets and resources and accountability for ensuring the successful execution of project stages in alignment with enterprise transformation objectives.

## Position Responsibilities

1. Provide strategic leadership and guidance to a multidisciplinary team responsible for delivering a high-severity, multi-phased safety system transformation project. Act as the escalation point to ensure progressive delivery of outcomes across each phase and alignment with broader enterprise transformation portfolio commitments.
2. Lead and oversee the design and implementation of a whole-of-organisation Safety and Environment Management System transformation project, including but not limited to rail safety, rail safety accreditation, safeworking, workplace health and safety, engineering, management, addressing regulatory and operational compliance risks, and ensuring full alignment with external safety regulator requirements.
3. Lead internal and external stakeholder relations at all levels, ensuring engagements are appropriate and productive whilst holding them accountable for supporting the enterprise organisational transformation deliverables.
4. Work collaboratively with the Program Director of the transformation program and relevant senior leaders to develop and govern the multi phased project plan to ensure it reflects critical interdependencies and business readiness to support the ambition of the program.



5. Deliver project implementation across multiple phases, managing scope, schedule and budget for each stage, and overseeing tracking and realisation of planned benefits and risk mitigation outcomes.
6. Develop and implement Safety and Environment Management System documents ensuring they are legislatively compliant, manage risk so far as is reasonably practicable, are up to date, consider business operations and are accessible to relevant staff and third parties.
7. Foster an engaged high-performing team by creating a performance culture that reflects a high level of customer service, teamwork and collaboration to build awareness and capability of to successfully develop, implement and embed the project and outcomes.
8. Provide advice to the Queensland Rail Board, the CEO, Executive Leadership team, Senior Responsible Officers, Program Director and program participants on Safety and Environment and Management Systems, legislation and policies to ensure Queensland Rail adopts efficient and effective practice.

### **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 strategic leadership, thinking and management skills to deliver business outcomes through a large scale, multi year transformation programs within a complex operational and customer oriented environment.
2. High level of skill in identifying and implementing initiatives and strategies to improve Safety and Environment Management System outcomes.
3. Extensive knowledge of railway operations, contemporary Safety and Environment Management Systems and associated QR policies, procedures, systems and the legislative requirements within the rail industry.
4. High level of skill in using creativity, innovation, interpersonal, and all forms of communication to negotiate and consult on complex issues with internal and external stakeholders to drive change and achieve organisational transformation.
5. High level of project management skills including change management and stakeholder management in a work environment undergoing significant organisational change.
6. Extensive knowledge of contemporary frameworks, concepts, analytical techniques and problem solving techniques to develop, and achieve, goals with linkage to strategy while responding to the dynamic changing business needs.
7. Knowledge of and willingness to commit to and work within Queensland Rail's Values and Behaviours.

### **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.

# Position Description



## **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.