

Position Description



Position Title	Manager Enterprise Risk Management
Position No	00053739
Delegation Level	004
Job Designation	Adviser
Organisational Unit	Enterprise Risk Management Risk, Assurance & Compliance
Work Centre	Brisbane
Position Type	Permanent
Rail Safety Worker	No
Medical Fitness Standard	Refer to relevant business instructions.
Performance Plan Type	Team Member - PPR
Shiftworker	No
Classification (Range)	Contract
Pay Scale Type	Contract
Reports to Position	GSM Risk, Assurance and Compliance

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 strategic leadership and expert guidance & advice to develop, implement and continuously enhance Queensland Rail's enterprise-wide Risk, Assurance and Compliance Management Systems and culture by leading a team of professionals who coach, enable and support business leaders to embed effective practices, build capability and strengthen risk culture in support of safety, customer, people, commercial and community outcomes.

Position Responsibilities

1. Provide enterprise-wide leadership and strategic advice on risk, assurance and compliance as a senior member within the Risk, Assurance and Compliance leadership team to shape organisational maturity and inform strategic business decisions that embed a proactive, value-driven risk culture across Queensland Rail.
2. Lead the development, implementation and continuous improvement of Queensland Rail's Risk, Assurance and Compliance Management Systems, including frameworks, tools, policies, programs, plans and supporting systems, ensuring ongoing monitoring and maturity advancement aligned to legislative and business requirements.
3. Produce high-quality, insightful reports to the Executive Risk Committee and Audit and Risk Committee, providing clear visibility of strategic and emerging risks, risk appetite, key indicators, and the impacts of major projects and business changes on Queensland Rail's risk profile.
4. Drive the coordination and integration of consistent and effective risk, assurance and compliance practices across the enterprise, fostering strong relationships with senior stakeholders and relevant external professional networks to ensure alignment with Queensland Rail's strategic priorities and enterprise objectives.

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5. Lead and support the continuous enhancement of enterprise risk digital solutions by delivering practical, user-centric, data-driven solutions that support compliance, informed decision-making and organisational efficiency.
6. Oversee and strengthen the consistency and reliability of assessments and assurance activities across risk, assurance and compliance, ensuring these activities evaluate control environments and support continuous improvement in Queensland Rail's risk and compliance outcomes.
7. Strengthen organisational risk maturity by delivering targeted education, coaching and support to business leaders, and key personnel, including risk, assurance and compliance champions, fostering shared accountability and promote consistent, best-practice approaches across the enterprise.
8. Interpret relevant standards, legislation, regulatory frameworks, and internal policies to ensure compliance, manage associated risks and inform business decisions.
9. Lead and develop a high-performing team within the Risk, Assurance and Compliance function, contributing to team objectives, continuous improvement, safety responsibilities and achievement of performance measures.

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;
- Performance oriented;
- Demonstrable customer facing experience;
- Excellent relationship building skills;
- Ability to identify business drivers;
- Ability to contextualise risk management principles and practices;
- Ability to work autonomously, making decisions and providing expert advice.

What is the key selection criteria

1. Extensive knowledge of enterprise Risk, Assurance and Compliance Management Systems, principles, and contemporary practices, with demonstrated ability to lead the development, implementation and embedding of efficient and integrated solutions that support the organisation objectives.
2. High level of skill in providing strategic advice and influencing senior stakeholders, including the ability to shape risk culture, guide decision-making and enhance organisational maturity.
3. High level of skill in designing, implementing and improving risk, assurance and compliance policies, tools and systems, ensuring fit-for-purpose solutions that support consistency, integration and data-informed decision-making.
4. High level of skill in preparing and delivering insightful, high-quality risk, assurance, and compliance reporting to executive and board committees, highlighting strategic risks, key indicators and the impact of major projects on organisational risk profiles.
5. High level of skill in building and maintaining strong relationships with senior stakeholders and relevant external professional groups to support alignment with enterprise priorities.
6. High level of skill in leading and developing high-performing teams,

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fostering a positive safety culture and driving continuous improvement in performance and capability.

7. Substantial knowledge of governance principles, codes and relevant legislative and regulatory requirements, with the ability to interpret and apply them to support compliance and manage organisational risk exposure.
8. 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.

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.