



National Asset Integration Manager – Specialist Plant

Position Description

Team:	Specialist Rail Services	Location:	Auckland/Wellington/Christchurch
Reports to:	GM – Specialist Rail Services		
Role Type:	Permanent		

About Us

KiwiRail’s Role in Aotearoa, New Zealand

KiwiRail, a proud State-Owned Enterprise, delivers sustainable and inclusive growth for our customers, communities, and people.

For more than 150 years, rail in New Zealand has connected communities, delivered freight and passengers around the country, and showcased our spectacular scenery to the world. Our purpose—Hononga Whaikaha, Oranga mo Aotearoa (Stronger Connections, Better New Zealand)—speaks to connection with our customers and the future needs of their businesses, connection with the communities we serve and operate in, and connection with each other. KiwiRail is carrying this legacy into the future, delivering connected rail and shipping transport services that create economic, social, and environmental value for New Zealand and New Zealanders.

Our Workplace

At KiwiRail, our values define the behaviour we expect from everyone. We have a team of over 4500 people, and every connection we make with each other, our union partners, our customers and all our stakeholders must be of the highest standard.



Safety, health, and well-being are our number one priority, ensuring our people return home safe and healthy every day.

About the Role

Purpose of the role

KiwiRail is in a phase of significant transformation to modernise and grow our rail and Interislander ferry services in Aotearoa.

The National Asset Integration Manager – Specialist Plant is a national strategic leadership role responsible for integrating asset information, engineering readiness, operational planning, and digital inspection capability across Specialist Rail Services. The role supports KiwiRail's transition from heritage-based, reactive maintenance cycles to data-driven stewardship using automated infrastructure monitoring, geospatial information, validated asset data, and predictive insights. The position provides enduring ownership, coordination, and operational integration to introduce, commission, and operate modern track measurement systems and related data/inspection platforms.

Key Accountabilities

Within the area of responsibility, this role is required to:

- Lead the development and execution of technology and asset information roadmaps that support a Smart Infrastructure operating model.
- Oversee the integration and operational commissioning of modern track measurement systems (TEC, WMTGS, TGMS, NDT) into SRS operating models.
- Act as the SRS lead for asset information integration, ensuring data quality, governance, and regulatory reporting.
- Champion the use of digital inspection outputs to inform renewals, maintenance strategies, and improvement plans.
- Support operational teams with compliance, training, planning, and change management activities.
- Provide technical and asset data inputs for business cases and collaborate with procurement and suppliers to ensure contract outcomes.

Key challenges

- Managing the complexity of integrating multiple digital inspection and asset information systems across geographically dispersed teams.
- Ensuring data quality, governance, and regulatory compliance in a rapidly evolving technology environment.
- Bridging operational, engineering, and digital teams to deliver consistent asset information and operational readiness.

Key Relationships Here are the key relationships relevant to this role		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Internal	Asset Management Group			✓	✓
	Infrastructure Leadership Team		✓		
	Integrated Planning			✓	
	Engineering			✓	✓
	Digital Engineering Team			✓	

	Supply Chain and Procurement			✓	
	Regional Infrastructure			✓	
	Specialist Rail Services		✓	✓	
	OEMs	✓		✓	
External	Plant Suppliers	✓		✓	
	Regulatory Bodies				✓
	Consultants	✓			
	Contractors	✓			

What you will do to contribute

Health Safety and Wellbeing	• Implement safety procedures and ensure team compliance • Analyse workplace risks and develop mitigation strategies • Promote a culture of safety and wellbeing within your team • Respond effectively to safety incidents and near-misses • Support team members' physical and mental health
Customer Focus	• Provide a positive customer experience • Support a customer-focused culture at KiwiRail • Know our services well and explain them to customers • Respond quickly to customer needs • Develop solutions to meet customer requirements • Solve complex customer issues • Work with colleagues to improve customer outcomes
High Performing Teams Skills	• Set clear performance standards aligned with KiwiRail's goal • Build a supportive and cooperative team environment • Provide timely and constructive feedback • Actively seek diverse perspectives in problem-solving • Identify opportunities for coaching and mentoring
Commercial Acumen	• Plan and monitor resource allocation to achieve team objectives • Consider financial implications when making recommendations • Understand and comply with procurement guidelines • Work with suppliers to ensure quality outcomes • Recognise how financial decisions impact KiwiRail's overall position
Strategic Asset & Digital Planning	• Lead the development and execution of an SRS technology and asset information roadmap that supports a Smart Infrastructure operating model and aligns with KiwiRail's strategic objectives. • Champion the use of TEC, WMTGS, TGMS, NDT, remote sensing and other automated inspection outputs to inform renewals, maintenance strategies, defect management and improvement plans.

	Support whole-of-life costing, risk-based decision-making and specialist plant Asset Management Plans so investment decisions align with RNIP delivery needs, operational readiness and long-term maintainability.
TEC, WMTGS and Digital Inspection Integration	- Oversee the integration of TEC and WMTGS capability into SRS operating models, including inspection programme development, system acceptance, assurance, calibration strategies, validation and readiness activities. - Coordinate operational commissioning requirements across SRS, Engineering, field teams, suppliers and project managers to ensure new plant, equipment and data systems are accepted, introduced and supported effectively. - Support the establishment and maturation of new digital inspection capability, including processes for reviewing supplier-identified defects, validating findings and triggering service requests in Maximo.
RNDA, GIS and Asset Information Governance	- Act as the SRS lead for asset information integration, ensuring RNDA datasets, GIS information and Maximo records are fit for TEC and WMTGS operation, measurement accuracy, validation and regulatory reporting. - Coordinate review, acceptance and loading of network data into business systems, working with Engineering, Asset Management, Digital Engineering and regional teams to resolve accuracy gaps, missing assets and ownership issues. - Establish governance practices for data quality, documentation, sensor calibration records, linear referencing, geospatial adjustments and long-term retention of technical information.
Engineering Alignment and Standards Readiness	- Act as the key bridge between SRS and Engineering to improve alignment of inspection, maintenance, standards, asset information and digital asset requirements. - Coordinate standards review and update activity needed to support modern inspection processes, including NDT processes, geometry quality assurance, defect validation and use of high-volume measurement data. - Facilitate technical interpretation of inspection results so data-driven evidence is translated into practical maintenance, renewals, risk and compliance decisions.
Operational Integration, Planning and Change	- Provide strong integration across Metros, Regions, Planning, Engineering and SRS to ensure asset information supports both strategic planning and day-to-day operational needs. - Support operational teams with compliance, training, planning, business readiness and change management activities arising from new measurement systems and inspection practices. - Maintain continuity of knowledge between project delivery and enduring operations, reducing vulnerability to staff turnover and fragmented ownership.
Performance, Compliance, Safety and Sustainability	- Strengthen compliance frameworks for national inspection and testing so digital outputs from TEC, WMTGS and related systems support regulatory reporting and network assurance. - Champion KiwiRail's Care & Protect value by ensuring specialist plant operating, inspection and maintenance practices meet or exceed safety standards and support Safety Health Wellbeing outcomes.

	• Use asset information and inspection insights to support carbon reduction, resilience planning, targeted intervention and minimisation of temporary speed restrictions and rework.
Commercial and Supplier Interface	• Provide technical and asset data inputs for business cases relating to high-speed TGMS, TEC, WMTGS, LiDAR, remote sensing, NDT and other specialist technologies. • Collaborate with procurement and suppliers to ensure contracts and support models reflect whole-of-life cost, data ownership, maintainability, interoperability and performance requirements.
Data Governance & Records Management	• Oversee the transition from siloed datasets to a unified "data lake" architecture, ensuring all asset data is stored and managed according to KiwiRail standards. • Ensure the integrity of technical documentation, including tamping designs, geospatial adjustments, and sensor calibration records, for long-term retention and auditability.



Decision Making

The position is accountable for decisions regarding all project operational objectives and for the provision of advice to project team members and relevant stakeholders on day to day operational decisions.

Key decision-making requirements of the position include:

- Project management and delivery decisions
- Risk management decisions
- Project resourcing, planning and scheduling decisions

Human Resources Delegations	People Leader
Direct reports	TBC
Finance Delegations	100,000
Budget (operating and capital)	TBC
Travel Delegations	Nil
Statutory powers	Nil

Physical demands and the nature of work

This role is administration-based and requires:

- prolonged sitting and high computer usage
- limited walking, standing, twisting, bending (at the waist), crouching (bend knee)
- carrying of laptop and paperwork when alternating between home and office
- limited lifting of up to 7 kg archive boxes

Your role may include other tasks suited to your level, as your manager directs. This job description shows your current duties. We'll review and update it with you if your responsibilities change.

About you

Knowledge and experience

These are day one things that people need to do their job.

- Managing the complexity of integrating multiple digital inspection and asset information systems across geographically dispersed teams.
- Ensuring data quality, governance, and regulatory compliance in a rapidly evolving technology environment.
- Bridging operational, engineering, and digital teams to deliver consistent asset information and operational readiness.

Ways of working / Work-related qualities

These are how people work

- You champion safety and foster a culture of respect and inclusion.
- You communicate in an impactful manner, shaping messages for different audiences.
- You promote cross-functional collaboration and set clear, stretching goals for your team.
- You make strategic decisions based on thorough data analysis and insights.
- You encourage innovation and continuous improvement.

Other Requirements

- You can obtain and maintain rail-required medical, safety, and competency certifications.
- You hold a current New Zealand Driver's Licence.

Qualifications

- You have a Master's or Bachelor's degree in Information Management, Engineering, or Information Systems, or relevant experience.
- You hold (or are working towards) ISO 55000 (Asset Management) or ISO 19650 certification.

**CREATING
STRONGER
CONNECTIONS**