



Traction Engineering and Asset Manager

Position Description - (Infrastructure)

Team:	Auckland Metro Traction	Location:	Auckland
Reports to:	Traction Delivery and Assurance Manager		
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

As part of KiwiRail's investment in modernising and expanding its Auckland Metro services, the Traction Engineering and Asset Manager plays a key leadership role in the safe, compliant, and technically robust management of traction infrastructure assets. This includes oversight of the Overhead Catenary System (OCS), traction substations (including three Static Frequency Converters – SFCs), and the earth and bonding network.

This role leads the Traction Field Engineers and Isolation Planning team, ensuring they provide high-quality technical support, compliance oversight, and engineering assurance for traction maintenance and project activities.

As a technical people leader, you will be responsible not only for delivering sound engineering outcomes but also for fostering a strong, collaborative culture within your team—one focused on safety, asset stewardship, and continuous improvement.

You will ensure the delivery of effective compliance maintenance, technical support, and asset lifecycle planning, while also enabling successful project outcomes. Your leadership will drive the performance and engagement of the team, ensure traction assets are maintained to standard, and deliver support across the wider network and project interface.

As a KiwiRail leader, you will consistently demonstrate our frontline leadership behaviours, champion health and safety, and contribute to building a capable and motivated workforce.

Key Accountabilities

- Lead and develop the Field Engineers and Isolation Planners, ensuring they are technically capable, safety-focused, and actively contributing to traction performance goals
- Oversee the technical support provided to the Traction maintenance and delivery teams, ensuring compliance with KiwiRail standards and statutory requirements
- Monitor and report on the condition, performance, and risks associated with traction assets, including OLE, substations, and earthing systems
- Support and oversee the closure of asset defects and ensure accurate tracking of asset health and maintenance needs
- Lead and/or support the development, planning, and technical input into traction-led Capex projects, ensuring alignment with engineering standards and asset strategies
- Provide expert engineering support to capital and renewals projects interfacing with traction infrastructure
- Review and improve traction technical documentation, standards, and work methods
- Collaborate closely with the Traction Delivery and Assurance Manager and other discipline leads to ensure integrated and high-performing traction delivery
- Actively contribute to engineering governance, project handbacks, and compliance reporting activities

Key challenges

- Building and maintaining a technically strong, safety-first culture within the Field Engineering and Planning teams
- Balancing short-term operational demands with the delivery of long-term asset and project outcomes
- Finding and implementing effective solutions to complex technical problems within a live rail environment
- Maintaining compliance with engineering standards and codes while supporting agile delivery
- Supporting the consistent and effective use of isolation planning practices across all traction workstreams
- Ensuring engineering support keeps pace with the demands of a growing and modernising traction network

Key Relationships		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Here are the key relationships relevant to this role					
Internal	Traction Delivery and Assurance Manager		✓	✓	✓
	Traction Production Managers		✓	✓	✓
	Field Production Managers and Teams		✓	✓	✓
	Traction Field Engineer	✓		✓	✓
	Isolation Planner	✓		✓	✓
	Traction line mechanic team			✓	✓
	Traction Engineering team		✓	✓	✓
	Protection Team			✓	✓
	PDT Team			✓	✓
	Plant Fitters				✓
	Train Control, 155 and Authorities				✓
	Linehaul Service Managers				✓
	Inventory and National Resources Team			✓	✓
	Zero Harm				✓
	Training Co-ordinator/L&D				✓
	Human Resources & Talent Acquisition			✓	✓
	Payroll			✓	✓
	Communications Team			✓	✓
	Inventory and National Resources Team			✓	✓
	Customers				✓
External	Contractors				✓
	Members of the Public		✓		✓
	3 rd Parties (Land owners, Regional Council, Transit, etc.)		✓		✓

What you will do to contribute

Health Safety and Wellbeing

- Responsible for complying with all rail safety system standards, procedures and statutory requirements within your area of responsibility
- Responsible for your own safety and that of other rail employees, contractors and visitors within your work environment
- Responsible for the identification, reporting and initial control of any safety or environmental hazard identified within your area to your immediate manager
- Adhere to KiwiRail's health and safety requirements and take responsible for maintaining a proactive approach regarding both personal wellbeing as well as that of fellow employees, associated client personnel, sub-contractors and members of the public.
- Report all accidents and incidents to your immediate supervisor within one hour.
- Overview safety performance and assurance achieved by audit and safety observation.
- Manage risk identification and mitigation in line with KIWI RAIL's policies.
- Ensure business safety targets are met, and strive to achieve 'zero harm'.
- Monitor the local traction risk register

Management

- Lead the Field Engineers and the Isolation planners
- Provide guidance and mentoring to your team
- Look after the personal development of your team
- Manage the competency of your team
- Run toolbox to your team
- Monitor and Manage team performance

Primary Contribution

- Ensure an open and collaborative relationship with the Traction Auckland Metro teams and Traction Engineering team
- Be Part of the Traction Technical committee
- Provide a high level of accurate and timely technical advice on Traction issues.
- Maintain strong liaison links with Traction & Electrical Engineering team and provide field technical support as required.
- Review Technical questions raised by the Field engineer to the Engineering department.
- Advice on practical aspects for traction asset construction, maintenance and installation.
- Develop and manage initiatives aimed at improving productivity and procedures
- Work with the Engineering traction department of KiwiRail to authorise departure or temporary changes to the KiwiRail Traction guidelines issued by Traction Engineering.
- Review and propose correction to the Task Instruction

- Identify and correct or get corrected incoherence on drawings or procedures
- Monitor, audit and report compliance of code maintenance for traction maintenance and electrical contractors
- In order to advise on maintenance and renewal strategies, collect data and conditioning information and develop appropriate databases.
- Monitor Defects and provide the support to get them corrected
- Review design drawing of OCS, Substation and Earth and Bonding.
- Undertake audits or commissioning of the contractor works to ensure compliance with procedures, design.
- Ensure you clearly document your work activities and established files are clearly identified and filed correctly.
- Carry out audits of traction and electrical assets in a timely manner and they comply with all KiwiRail and industry standards and ensure required reporting is completed.
- Lead Inspection and/or commissioning of specialist electrical and Traction installations as required and ensuring all identified deficiencies are remedied.
- Prepare a yearly Renewal budgeted plan for the Traction asset with its priorities
- Organise the implementation of the Renewal plan once approved
- Accountable for the Isolation planning work
- Responsible to put in place suitable process to get the best outcome from the isolation planners
- Provide guidance the Isolation planner
- Make sure the isolation planner collaborates effectively with the Production team to get the isolation implemented effectively and safely
- Review the Isolation planner site or methodologies assessment
- Review Test plan from Traction Field Engineer or from Project
- Review Switching schedule
- Review Project plan and phase
- Plan the Engineering Acceptance Certificate EAC with the Field Engineer
- Define the Traction stock requirement to the Procurement team

Secondary Contribution

- Review as-build documents
- Provide recommendations for planned or emergency works.
- Ensure the contractor is provided with design or technical information to allow them to deliver, plan and forecast works.
- Liaise with other KiwiRail parties and Contractors to ensure that they are aware of the scope, change and risks whilst working around the Traction asset to ensure code maintenance is compliant.
- Assess site to provide protection advice regarding Electrical risk
- Competency assessment or Training of traction employees

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- Take part of planning the Maintenance
 - Address and respond to client query (AT, AOR) and emergency requirement
 - Consider financial implications when making recommendations
 - Other task as required by the business and the Traction Delivery and Assurance Manager
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Decision Making

This position is responsible for leading the technical and asset management functions within the Traction discipline, providing engineering oversight and assurance across the full range of Traction assets. The role manages a team of Field Engineers and Traction Isolation Planners, ensuring the delivery of high-quality technical support to enable safe, compliant, and effective maintenance and renewal of traction infrastructure. This role plays a critical part in ensuring network safety, asset performance, and code compliance.

Key decision-making requirements of the position include:

- Leading engineering decisions relating to traction infrastructure safety, reliability, and compliance with applicable codes and standards
- With the agreement of Engineering adjust the scope, methodology, and frequency of inspections and testing regimes to maintain traction asset integrity and regulatory compliance
- Implementing maintenance strategies, renewal programmes, and isolation plans to ensure technical feasibility and safety
- Allocating engineering and planning resources across operational needs, balancing emergent issues with long-term programme requirements
- Providing expert technical judgement in response to asset faults, failures, or condition-based risks, including identifying and mitigating root causes
- Authorising changes to asset configurations or maintenance standards in line with engineering principles, operational requirements, and risk assessments
- Making decisions on the training and technical development of Field Engineers and Isolation Planners to ensure ongoing capability within the discipline
- Prioritising and approving asset data collection and condition reporting to support effective lifecycle asset management
- Representing the traction discipline in cross-functional engineering forums, safety reviews, and external audits or regulator engagements

Human Resources Delegations	People Leader
Direct reports	5
Finance Delegations	TBA
Budget (operating and capital)	TBA
Travel Delegations	Nil
Statutory powers	Nil

Physical demands and the nature of work

This role is both administration and field 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

Field work is physically demanding and requires:

- Extended periods of standing and walking while performing manual tasks
- Regular lifting and carrying of items weighing up to 20 kg independently
- Occasional lifting of items up to 45 kg with assistance or equipment
- Working in various weather conditions and environments
- Exposure to mechanical equipment, electrical systems, vibration and noise
- Ability to work in confined spaces and at heights using ladders/lifts
- Capability to respond to emergency callouts and work extended shifts
- Manual dexterity and hand-eye coordination for operating tools/equipment
- Protective equipment usage including safety boots, hard hats, eye/ear protection

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

- At least 8 years experiences in either OCS or Traction Substation, ideally both
- Experience in either 25kV Railway or OCS Maintenance
- Proven financial management experience with budgets
- Excellent knowledge of asset management
- Excellent knowledge of planning processes from the job planning stage through to sign off and audit.
- Proven experience in delivery infrastructure maintenance or renewals work.
- A working knowledge of Microsoft packages including Word, Excel and MS Project
- Experience working with an asset management system is desirable.
- Engineering operations management experience is desirable.

Ways of working / Work-related qualities

- You are a values-based, empowering and inclusive leader
- You personally lead safety
- You communicate clearly and effectively.
- You foster a culture of continuous improvement, encouraging innovation and proactive problem-solving.
- You have a collaborative approach
- You value diversity and help create an inclusive workplace.
- You drive accountability, setting high standards and ensuring follow-through on commitments.
- You prioritise safety and performance, embedding these values in all aspects of team operations.
- You are computer literate

Other Requirements

- Class 1 drivers license
- Able to work outside normal work hours including nights and weekends, when required.
- Be computer literate

Qualifications

- Relevant degree in Engineering (Level 8 or above)

**CREATING
STRONGER
CONNECTIONS**

The KiwiRail logo, featuring the word "KiwiRail" in a bold, sans-serif font, followed by a stylized graphic of a kiwi bird's tail feathers.