



Project Engineer - STTE

Position Description

Team:	STTE - LNI	Location:	Palmerston North
Reports to:	STTE Manager – Lower North Island		
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 Project Engineer – STTE Lower North Island supports the delivery and management of KiwiRail's Signalling, Telecommunications, Traction, and Electrical (STTE) projects. The role is responsible for managing assigned project scope, budget, variations, and day-to-day governance, while providing technical, compliance, and coordination support across multiple disciplines. The Project Engineer works closely with delivery teams, contractors, and engineering stakeholders to ensure projects are delivered safely, efficiently, and in line with KiwiRail's standards and strategic objectives. The position requires flexibility to move between project delivery, technical coordination, compliance support, and field problem-solving as priorities change.

Key Accountabilities

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

- Oversee the delivery of STTE projects, ensuring compliance with safety, quality, and budget requirements.
- Provide technical guidance and support to delivery teams, contractors, and field engineers.
- Manage project scope, variations, and day-to-day governance, including reporting on progress and performance.
- Coordinate across STTE disciplines to ensure project plans, technical inputs, and resources are aligned.
- Support the STTE Manager with technical assurance, code compliance, and quality assurance activities.
- Maintain effective relationships with internal and external stakeholders to facilitate project delivery.

Key challenges

- Managing complex, multidisciplinary projects in a dynamic rail environment, often requiring rapid adaptation to changing priorities and field conditions.
- Balancing technical, compliance, and operational requirements while ensuring projects are delivered safely, on time, and within budget.
- Coordinating and communicating effectively with diverse teams, contractors, and stakeholders to resolve issues and maintain project momentum.

Key Relationships		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Here are the key relationships relevant to this role					
Internal	STTE Manager		✓	✓	✓
	STTE Delivery Teams	✓	✓	✓	✓
	Field Engineers			✓	✓
	Engineering Teams		✓	✓	✓
	Operations		✓	✓	✓
	Finance				
	CPAD				
	Other Internal stakeholders				

External	Rail & Maritime Transport Union				✓
	Component suppliers	✓		✓	
	External service providers			✓	✓
	End-user customers		✓	✓	✓

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
Quality	• Governance and quality assurance of projects in line with the Project Management Plan. • Accountable to action any relevant findings from quality or other related audits (both internal and external). • Support the STTE Manager with technical assurance, code and compliance activities by helping review project documentation, installation methods, commissioning requirements and field practices to ensure work is delivered in line with relevant standards, approved designs and KiwiRail requirements.
Cost	• Collation and reporting of Cost data for projects. • Decisions on proposed variations.

	• Governance and reporting of project spend vs. budget.
Delivery	• Support delivery teams to ensure smooth and successful project delivery. • Coordinate across STTE disciplines to ensure project plans, field constraints, isolations, access requirements, materials and technical inputs are aligned before work is released to delivery teams or contractors. • Governance and reporting of delivery performance against plan. • Managing interface between delivery teams and suppliers (e.g. contracts). • Provide advice on engineering solutions for projects, where required.
People	• Champion the principles of High Performance, High Engagement (HPHE) in all workforce interactions. • Role model for the Just and Fair Culture. • Coach and support delivery personnel in project delivery, safe work planning, quality expectations and practical problem-solving, while helping the STTE Manager maintain visibility of workload, priorities and emerging people or capability risks across assigned projects.



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	Nil
Direct reports	Nil
Finance Delegations	Level 3: \$5,000 Operating Nil Capex
Budget (operating and capital)	Nil
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.

- You have an electrical trade qualification, electrical engineering qualification, or equivalent demonstrated competency relevant to rail infrastructure, traction power, or industrial electrical systems.
- You have experience in project delivery, ideally in an infrastructure or civil environment.
- You are knowledgeable in best practice project management systems and methodologies.
- You can analyse, interpret, and present complex data clearly.
- You have excellent interpersonal and communication skills, with the ability to interact effectively with delivery teams and contractors.

Ways of working / Work-related qualities

These are how people work

- You demonstrate a commitment to safety and quality in all aspects of your work.
- You adapt to changing priorities and work flexibly to meet project needs.
- You collaborate effectively with others and contribute to a positive team culture.
- You show initiative in problem-solving and decision-making.
- You communicate clearly and professionally with all stakeholders.

Other Requirements

- You are willing to travel domestically as required by project responsibilities.
- You comply with all health, safety, and environmental requirements relevant to the role.

Qualifications

You need either:

- You have a qualification in Electrical Engineering, Electrical trade, industrial electrical discipline, or another related technical discipline relevant to STTE infrastructure, or equivalent experience.
- Formal qualifications in business management, people leadership, or other relevant disciplines are desirable.

**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.