Construction Manager (Southern Power Feed)

Position Description

Team:	Southern Power Feed project	**Location:**	Auckland
Reports to:	Senior Project Manager – Southern Power Feed		
Role Type:	Fixed Term		

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 Construction Manager – Capital Projects and Asset Development is responsible for site and construction management across Southern Power Feed project, acting as the field delivery lead for the Southern Power Feed project delivery team. The role ensures the safe, timely and quality delivery of construction works for the Southern Power Feed project, representing and protecting KiwiRail's interests throughout planning, construction, commissioning and handover. Key responsibilities include scope review, design liaison, construction planning and sequencing, contractor management, site inspections, and ensuring compliance with safety and quality standards. **The role also coordinates construction priorities, resources, interfaces and lessons learned across Southern Power Feed project to support consistent delivery outcomes.**

Key Accountabilities

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

- Oversee and manage contractors to ensure timely and quality delivery of agreed project outputs.
- Ensure compliance with all technical, quality, safety, and statutory standards and requirements.
- Provide input into contract management, including variations, claims, and site instructions, and assist with issue resolution.
- Lead by example in occupational and operational safety, ensuring all safety procedures are followed and hazards are managed.
- Serve as the primary point of contact for construction matters, maintaining strong relationships with internal teams, contractors, and stakeholders.

Key challenges

- Managing multiple, complex construction projects and work packages simultaneously while maintaining high standards of safety, quality, programme control and compliance.
- Coordinating and influencing a diverse range of contractors, consultants, and internal stakeholders to achieve project objectives.
- Responding effectively to unforeseen construction issues and ensuring timely resolution to minimise project delays.

Key Relationships Here are the key relationships relevant to this role		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Internal	Senior Project Manager/ Project Manager		✓		
	Network Services Group			✓	
	Network Engineering Group			✓	
	Commercial Team			✓	
	Communications Team			✓	
	Finance Team			✓	

External	Consultants			✓	
	Civil Contractors	✓		✓	
	Affected landowners, neighbours, local councils, and other stakeholders.			✓	

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
Construction and Contract Management	• Provide oversight and management of contractors and liaise with the relevant project managers to ensure the timely delivery of agreed outputs. • Ensure that all technical and quality standards and requirements are met. • Provide input into the management of the relevant contract including the management of the initial process around variations, claims and site instructions. • Assist with timely resolution of construction issues. • Provide assistance to the Engineer to Contract as required. • Act as Representative for Engineer to Contract as required.

Occupational and Operational Safety	• Lead by example with appropriate safety behaviours. • Ensure contractors and their sub-contractors meet all their obligations as detailed in the relevant safety plans. • Ensure contractors and general public under your direction comply with occupational and operational safety policies and procedures. • In conjunction with both KiwiRail and contractor's SHE Coordinators participate fully in accident or incident investigations. • Ensure you understand fully your role and responsibilities in an emergency • situation. • Responsible for own safety and that of other rail personnel, contractors and visitors within the particular work environment. • Responsible for the identification, reporting and initial control of any safety and environmental hazards identified within your area of responsibility. • Provide the leadership and direction necessary to maintain safe working procedures as the fundamental priority in all operations.
Relationship Management	• Serve as the primary internal KiwiRail point of contact to the contractor for • construction related matters; ensure communication between internal KiwiRail stakeholders and the contractor are functional. • Develop good working relationships with the contractors, to ensure focus is maintained on the key outputs (safety, environmental, risks, programme and budget). • Liaise with technical staff and regional staff as required for the implementation of projects. • Ensure good relationships are maintained with affected land-owners, neighbours, local councils and other affected parties.
Finance and Administration	• Assist with management of project budgets ensuring that costs are within approved budgets with any variances explained. • Provide accurate and up to date project status, financial and administrative reporting.
Record Keeping	• Ensure all modifications to design drawings are adequately managed and that as built records are completed and filed. • Manage technical files, records and plans, and specifications as required.
Southern Power Feed project responsibilities	• Coordinate construction delivery across Southern Power Feed project, including interfaces between project work packages, operational teams, access providers, contractors, designers and other affected stakeholders. • Provide project-level visibility of construction readiness, site constraints, key milestones, dependencies, possession or access requirements, emerging delays and required management decisions. • Work with the Project Manager to prioritise construction resources and site support according to safety risk, delivery stage, programme criticality and business priority. • Support constructability reviews, staging, temporary works, methodology, logistics, access, commissioning and handover planning from design development through delivery.

	• Promote consistent construction-management practices, inspection standards, reporting, records and lessons learned for the Southern Power Feed project. • Identify project risks and opportunities, coordinate mitigations and escalate material matters that may affect programme, cost, safety, quality or rail operations. • Support forward works planning so that procurement, design information, permits, approvals, rail access, materials and delivery resources are ready when required.
Programme, cost and change control	• Monitor contractor programmes and site progress against approved baselines, identify slippage early and coordinate recovery actions with the relevant Project Manager. • Provide construction input to forecasts, cashflow, progress measurement, variation assessment, claims, extension-of-time matters and commercial reporting. • Maintain clear records of site events, instructions, delays, constraints, quantities, resources and progress to support contract administration and commercial assessment. • Ensure proposed scope or construction changes are reviewed for safety, quality, programme, cost, operational and stakeholder impacts before implementation, subject to delegated authority. • Coordinate construction status information for project reporting, including concise commentary on critical issues and actions.
Quality, assurance and handover	• Ensure inspection and test plans, quality records, non-conformance reports, defects, hold points and approvals are actively managed and traceable. • Coordinate with engineering and asset stakeholders to confirm construction complies with approved design, standards, specifications and accepted technical requirements. • Support assurance reviews, audits and site inspections, and ensure agreed corrective actions are tracked through to closure. • Plan and oversee practical completion, testing, commissioning, asset information, as-built records, operations and maintenance information, training and handover requirements. • Confirm outstanding defects and completion items are recorded, assigned and closed within agreed timeframes.
Leadership and stakeholder coordination	• Provide visible construction leadership across assigned Southern Power Feed project and promote collaboration between delivery, engineering, operations, commercial, safety and stakeholder teams. • Lead regular construction coordination and readiness discussions where required, with clear actions, owners and due dates. • Coach and support project and site personnel in safe delivery, construction planning, contractor oversight, quality control and record keeping. • Build effective working relationships with Auckland Transport, councils, utilities, neighbours, landowners, contractors, consultants and other delivery partners where relevant.

	• Communicate construction impacts, constraints and required decisions early, accurately and through the appropriate governance and stakeholder channels.

Measures of success

- Southern Power Feed construction works are delivered safely and in accordance with approved scope, quality, programme and compliance requirements.
- Construction readiness, constraints, interfaces and emerging risks are visible and actively managed across the project.
- Site records and progress information are accurate, current and sufficient to support reporting, commercial assessment and decision-making.
- Quality, assurance, commissioning, handover and defect requirements are planned early and completed with traceable evidence.
- Contractors and internal teams understand construction priorities, responsibilities and required actions.
- Lessons learned and effective delivery practices are captured and consistently applied throughout the project.

Decision Making

The position is accountable for decisions regarding construction operational objectives across assigned Southern Power Feed project 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:

- Site management
- Contractor oversight
- Safety compliance
- Project delivery within delegated authority

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

Physical demands and the nature of work

This role is Site based with regular engagement with field delivery teams and requires:

- Attendance at project sites in the field
- Occasional night or weekend work to support delivery activities
- Regular travel across the network
- prolonged sitting and high computer usage
- 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

- You have 10+ years' experience in civil/structural roles, with project and/or construction management experience.
- (Desirable) You hold a BE or equivalent in structural or civil engineering.
- (Desirable) You have 6+ years' experience in rail-related civil or structural matters, preferably with traction experience.

Ways of working / Work-related qualities

- You communicate clearly and effectively with a range of stakeholders.
- You are able to prioritise conflicting demands and manage multiple projects.
- You demonstrate strong leadership, decision-making, and problem-solving skills.
- You foster collaboration and a positive team environment.

Other Requirements

- You are prepared to travel and work weekends or public holidays as required by project needs.Qualifications
- You have a relevant tertiary qualification, or equivalent industry experience.

CREATING STRONGER CONNECTIONS