



Engineering Professional Head Structures

Position Description – Infrastructure

Team:	Technical	Location:	Auckland, Wellington or Christchurch
Reports to:	Technical Director		
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

The Professional Head Structures (PH Structures) provides national leadership for bridges, tunnels and other significant structures (lighting towers, communication towers, traction/signal masts, turntables) within KiwiRail, ensuring technical excellence and compliance across all projects and operations. The compliance authority oversight and governance extend to all departments and contracted service suppliers involved in the design, construction, maintenance, support and provision of structures assets.

This role is to support the Technical Director, Engineering, and the wider network infrastructure business in providing Structures engineering excellence to deliver a world class rail network and outstanding customer outcomes.

The PH role derives its authority from the Rail Safety Case, and this authority is to be exercised through competence, persuasion, and evidence-based argument.

Key Accountabilities

Primary responsibility of this role are:

- Setting the strategic technical direction for the Structures discipline to align with KiwiRail's long-term goals.
- Providing authoritative Structures technical advice to the wider business
- Approving in-house Structures designs
- Accepting/Approve Structures designs conducted by external parties
- Setting the Structures Principles and Standards for KiwiRail
- Assuring the application of Structures standards
- Conducting technical reviews as required
- Developing Structures skill base of technically talented people

Key challenges

- Ensuring safety is maintained with minimal disruption to service delivery
- Communicating requirements and timeframes for maintenance of long-life Structures assets in a short-term funding environment
- Average age of Structures assets is increasing

Key Relationships Here are the key relationships relevant to this role		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Internal	Structures Team Lead and Staff			✓	✓
	Other Professional Heads			✓	✓
	National Engineering Management		✓	✓	✓
	Regional Engineering Management			✓	✓
	CPAD and PMO			✓	✓
	Asset Management			✓	✓
External	Regulatory bodies and agencies				✓
	Other rail jurisdictions			✓	
	Suppliers and providers of platforms, systems and services subject to structures compliance oversight				

What you will do to contribute

Health Safety and Wellbeing

- Implement safety procedures and ensure compliance
- Analyse workplace risks and develop mitigation strategies
- 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

- 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

- 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

PH Core Roles

- Provide assurance around compliance to codes and standards by Infrastructure and Engineering. This role includes regular compliance meetings, data analysis and audit processes noting PHs have a right and obligation to do anything to gain that assurance.
- Maintain Principles and Standards to build and operate a safe and efficient network
- Ensure investigations correctly identify root cause, failed controls and preventative actions for significant incidents involving infrastructure assets
- Attend or lead key risk assessments that relate to infrastructure assets
- Input to key corporate strategies that impact on Infrastructure assets
- Attend and contribute to major asset hand over / hand back situations
- Moderate competing demands for RNIP funding including change requests
- Be key contributors to asset management by using the compliance process to:
 - Champion the concepts of Safety, Resiliency and Total Cost of Ownership
 - Advise senior asset managers
 - Direct / advise regions

PH Structures Specific Roles

- Compliance oversight of Structures assets
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- Regular reviews with Structures Team lead on performance against the Service Level Agreements
 - The Structures Technical Committee remains the 'home base' for Structures
 - Build strong working relationships with key stakeholders especially those listed in the Key Contacts section above.
 - Keep up to date with relevant emerging technology trends.
 - Undertake on the job training necessary for personal and professional development and to keep skills up to date and relevant.
 - Participate in knowledge sharing, training, and mentoring of Engineering staff.

People Leadership

- Support Engineering Management to provide staff with consistent, supportive, and engaging leadership in line with KiwiRail Values.
 - Promote and support innovation, continuous improvement, and leadership initiatives.
 - Support workforce recruitment, retention, training, and succession planning to meet the needs of the business.
 - Support and drive the development of Engineering to a collaborative culture of commercial intelligence, customer-focus, and accountability.
 - Health and Safety is an important part of how KiwiRail operates. You will be a safety leader and will be expected to "walk the safety talk".
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Decision Making

The position is accountable for assuring safety of structures assets and for providing advice to relevant stakeholders on day-to-day operational decisions.

Key decision-making requirements of the position include:

- Arbitrating conflicting asset and resource priorities ensuring safety while maintaining on time service delivery and efficiency.
- Safety management decisions: Identifying potential hazards and implementing measures to manage operational risks.

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 primarily office based but does require site visits from time to time which may require:

- extended periods of standing and walking while performing manual tasks
- 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

- Chartered Professional Engineer (CPEng) or equivalent (CEng ICE/MIStructE, PEng),
- Extensive experience in structural engineering, preferably in rail or transport infrastructure.
- Proven ability to lead technical strategy and influence at senior levels.

Ways of working / Work-related qualities

- Proven ability to collaborate with internal teams, contractors, regulators, and community stakeholders.
- Ability to foster and manage relationships with other teams and business groups.
- Strong communicator with the desire to foster a culture of collaboration and constructive feedback.
- Organised, responsive, dependable.

Other Requirements

- Strong understanding of safety-critical systems and regulatory compliance
- Engaged with KiwiRail Values.

Qualifications

- Chartered Professional Engineer (CPEng) or equivalent (CEng ICE/MIStructE, PEng),

**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.