PERFORMANCE ENGINEER - REGIONAL

Purpose:

The primary purpose of the Performance Engineer – Regional is to ensure that engineering assistance & subject matter expertise are provided to the front-line delivery teams to ensure quality rolling stock services are delivered. The Performance Engineer - Regional will support this purpose through:

- Leadership of the regional Reliability Engineering team members.
- Oversight and contribution to the diagnostics & reporting of in-service failures.
- Guidance and mentorship to assist front-line teams in diagnosing & repairing technical faults.
- Providing technical up-skilling and mentorship to front-line team members & team members.
- Ownership & delivery of regional Performance Engineering initiatives.
- Resolving local / minor fleet issues and assist with the roll-out of reliability & process initiatives.
- Facilitating change in-line with the Maintenance Delivery Strategic Management Framework.

Key Relationships:

Responsible to: RSAS Performance Engineering Leader

Responsible for: Reliability Engineers - Regional
                           Totally between 2 to 6 direct reports

Budget: In-line with DFA Policy

Key Internal Relationships: Other members of the Performance Engineering team
                               Engineering & Asset Management team members
                               Regional Leaders, Site Leaders, and Supervisors
                               Maintenance Delivery Teams
                               Hutt Workshops
                               Integrated Business Services Teams
                               Zero Harm Teams
                               KiwiRail Operations Teams
                               Technical Training Teams

External relationships: Locomotive, Wagon and Equipment Suppliers

Dimensions:

Delegations: As per Corporate Policy Manual

Medical Rating: Cat 3

Location:

To be confirmed.

Key Accountabilities:

Safety

KiwiRail sites are highly hazardous environments where safety is paramount. All employees must ensure they comply with and promote all rail safety system standards, codes, procedures, and statutory requirements.

Promote zero harm principles and practices and identify and manage non-zero harm behaviors by:

- Complying with all rail safety system standards, codes, procedures, and statutory requirements.
- Leading the team to develop a "safety first" culture within the RSAS business unit, and constantly demonstrate this through action.
- Pro-actively identifying and taking initial control of any accidents, incidents, safety, or environmental hazards followed by reporting to your Manager.
- Actively assist reliability engineers & front-line teams to identify risks associated with rolling stock assets or tasks and the best ways to mitigate them.
- Maintaining a proactive approach regarding both personal wellbeing as well as the wellbeing of fellow employees, visitors, customers, contractors, and members of the public.

Quality

Promote continuous quality improvements by identifying opportunities to increase rolling stock reliability by:

- Leading the way in developing a quality mindset. This includes setting the bar high for the quality of work delivered by the Performance Engineering and Depot teams and looking at ways to continually improve in-line with the Maintenance Delivery Strategic Management Framework.
- Actively assisting in the development, implementation, and continual improvement of the engineering framework with relevant stakeholders by which RSAS will work to.
- Providing advice and participate in reviewing and / or writing technical process & task documentation and provide constructive feedback to team on things that can be done to improve.
- Overseeing (and undertake where required) analysis on opportunities, weaknesses and threats associated with the rolling stock, and provide advice on where to focus maintenance resources for best effect.
- Overseeing (and preparing where required) engineering change and fleet modification documentation to support minor and / or local fleet or depot improvements.
- Providing adequate technical analysis to accompany escalated operational issues such as NCR's, Minor ECR / FMI's, or SFR's for notable incidents.
- Providing advice & recommendations on process failures and corrective actions required and escalating reoccurring technical or process issues that are becoming systemic.

Delivery

Support the KiwiRail operations and rolling stock maintenance delivery teams by:

- Reinforcing the need for the Regional Reliability Engineering team to focus on issues facing the depot during the week of operations and reiterate the importance of delivering assets in-line with the approved plan and corresponding processes where applicable.
- Overseeing (and participate where needed) investigations on rolling stock asset performance issues that affect KiwiRail train operations whilst ensuring that reports are completed on-time, and to the accepted level.
- Ensuring that the condition of key equipment and componentry is being actively monitored and contribute to recommended actions for the component based on its condition.

- Monitoring failure trends and work with depot staff and workshop staff to identify reasons for adverse trends, and opportunities for improvement.

- Reviewing (and write where appropriate) Short Failure Reports (SFR) for failure events relating to the rolling stock assets and components.

- Actively lead the collaboration of stakeholders to identify and implement improvement opportunities to both rolling stock, depot process, and maintenance activities.

- Provide engineering support to the wider RSAS team, which may include:
  - Assisting with out-of-course repair analysis & diagnostics.
  - Provide information and support for technical queries or problems.
  - Assisting teams to develop solutions in-line with engineering best-practice principles.

- Providing information and drive open communication to enforce sound engineering principals, codes, and standards.

- Work collaboratively with the front-line and other performance engineering team members about the change being proposed, why it's needed, and getting joint-support for it to be delivered.

Cost

Promote improvements to RSAS operating and capital cost expenditure by:

- Reduce maintenance costs through identifying opportunities to improve quality of repairs.

- Reduce cost associated with asset downtime through timely repair diagnostics and upskilling of team members to do the same.

- Review and provide proactive assessments and advice on continuous improvement opportunities in relation to the asset or maintenance depots.

- As required, undertake detailed assessments of failure events at a rolling stock assets or component level, identifying cause of failure and recommended preventative and / or corrective measures.

- Responsible for managing RSAS headcount and financial spend across area of responsibility in-line with approved budget.

People

- Maintain and develop good working relationships with internal & external customers & stakeholders

- Communicate regularly and effectively with team members and customers to identify opportunities and develop proposals for improving asset performance.

- Ensure training competencies for responsible team members are current and appropriately certified to carry out their role.

- Identify any training or development needs collaboratively with the team and proactively put in place a plan to provide the necessary skills / knowledge.

Person Profile

Essential	Desirable
Education Tertiary or trade qualified in engineering or mechanical maintenance **Experience and Knowledge** • Trade or formal qualifications in engineering or related fields. • Experience in the rolling stock asset management. • Experience in an engineering maintenance environment with understanding of maintenance processes and techniques • Experience at working both independently and in a team-oriented, collaborative environment.	• Likely to be from a mechanical engineering background, preferably within the rail industry. • Knowledge of rail infrastructure codes and standards. • Extensive knowledge in reliability engineering best-practices • Bachelor's degree or higher in engineering or related discipline.