



Marine Engineering Manager

Position Description – (Interislander Operations)

Team:	Interislander Operations	Location:	Wellington
Reports to:	Fleet Operations 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

KiwiRail is in a phase of significant transformation to modernise and grow our rail and Interislander ferry services in Aotearoa.

The Marine Engineering Manager is responsible for fostering a high-performing, collaborative team culture that champions excellence in marine engineering operations. This role is pivotal in ensuring the safe, reliable, and commercially sound performance of Interislander vessels by leading with technical expertise, prioritising safety, and driving continuous improvement. Through strong leadership and a focus on both operational and commercial outcomes, the Marine Engineering Manager enables the team to deliver outstanding results for KiwiRail and its customers.

Key Accountabilities

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

- Lead and manage all Marine and Workshop Engineering personnel, acting as the Head of Department for engineers, cadets, motormen, engine room wipers, electrical officers, and workshop staff.
- Ensure the fleet consistently delivers safe, reliable, and on-time performance that aligns with customer expectations.
- Oversee the delivery of maintenance, inspections, audits, and compliance for all vessels, maintaining high standards of technical and regulatory compliance.
- Responsible for technical opex and capex budget as directed by Fleet Operations Manager
- Investigate and deliver improvement outcomes through actions for technical incidents, events in fleet to drive continuous improvement in line with ISM code requirements
- Plan, lead and deliver upgrades and maintenance projects for fleet vessels as required
- Develop and deliver commercially prudent work packages and engineering programme management outcomes.
- Champion the adoption of standardised practices and continuous improvement across all ships and engineering teams.
- Lead and support the technical transition and commissioning of new vessels, including the Ferry Replacement Programme.

Key challenges

- Managing the allocation of resources to ensure ships are adequately and sustainably resourced, including recruitment, training, and development.
- Minimising the impact of both planned and unforeseen outages, ensuring operational continuity and minimising disruptions.
- Leading and motivating a diverse workforce, fostering a positive and inclusive culture while managing union relationships and change.

Key Relationships Here are the key relationships relevant to this role		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Internal	Marine Technical Manager/Asset Manager			✓	✓
	Marine Manager			✓	
	Fleet Customer Delivery Manager			✓	✓
	Ship Masters, Chief Engineers, Customer Service Managers	✓		✓	
	Crewing, Learning and Development			✓	✓
	Interislander Senior Leadership Team		✓	✓	✓
	KiwiRail Departments		✓	✓	✓
	Service operations manager and planning/integration superintendent			✓	✓
External	Centreport Wellington			✓	✓
	Port of Marlborough			✓	✓
	Local Government and Regional Councils (including Harbourmaster)			✓	✓
	External contractors	✓			
	Maritime New Zealand and Classification Societies		✓		✓
	Maritime Unions (AMEA and MUNZ)	✓		✓	✓

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

**Technical Leadership and
Expertise**

- Act as a technical subject matter expert for Interislander technical governance.
 - Display flexibility to accommodate ship travel and operational requirements.
 - Deliver engineering-related business improvements as required.
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Decision Making

The Marine Engineering Manager is responsible for day-to-day operational and functional decisions within the scope of marine engineering, in line with delegated financial authority and KiwiRail policies. This includes decisions on resource allocation, technical standards, safety compliance, and operational improvements. The role operates within the financial delegation as per the financial delegation instrument and is accountable for ensuring all decisions align with KiwiRail's frameworks and values.

Key decision-making requirements of the position include:

- Making operational decisions to ensure the safe and efficient performance of Interislander vessels, in line with KiwiRail's safety and compliance standards.
- Managing engineering budgets and resource allocation within delegated financial authority to achieve operational and commercial objectives.
- Leading and directing the engineering team, including decisions on staff management, task prioritisation, and performance development

Human Resources Delegations	Senior Leader
Direct reports	7-10 (total staff reporting, approx. 100)
Finance Delegations	Level 7: \$100,000
Budget (operating and capital)	\$20 Million (Operating and CAPEX)
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

- You have a proven track record in a senior leadership and management role overseeing complex operational marine engineering activities.
- You have a solid technical understanding of engineering and its application in operating ships.
- You have significant experience within the maritime industry.
- You have demonstrable success in implementing and sustaining behavioural-based safety leadership principles within frontline operational teams.
- You have experience in commissioning new vessels or other complex plant or equipment (desirable).

Ways of working / Work-related qualities

- You communicate effectively at all levels and across diverse teams.
- You make sound decisions and are politically aware, especially in unionised environments.
- You value diversity and help create an inclusive workplace.
- You are proactive, resilient, and able to lead through change.

Other Requirements

- You can pass regular drug and alcohol screenings.
- You hold a current and valid NZ driver's licence.

Qualifications

You need:

- Relevant qualifications in Marine Engineering or equivalent marine engineering experience.
- Experience as a Chief Engineer and STCW Qualification (highly desirable)
- High voltage electrical systems experience (desirable)
- You may also have qualifications in Leadership, Management, and/or Business Studies or Commerce (desirable).

**CREATING
STRONGER
CONNECTIONS**


KiwiRail