

Signals Field Engineer

Position Description – Upper North Island (UNI)

Team:	STE	**Location:**	Hamilton
Reports to:	STTE 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

To provide technical, field and administration support in relation to the management and performance of all signalling related equipment within the UNI region. In this role you will ensure technical problems are rectified in an effective and efficient manner to improve signals interlocking and associated equipment performance and provide a technical link between Engineering and Field staff.

Key Accountabilities

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

- Provide technical oversight of maintenance and renewals work for signals, ensuring that all work complies to the appropriate codes and standards.
- Ensure the implementation of maintenance programs to ensure signalling assets are properly maintained and compliant with all codes and standards.
- Carry out code compliance audits to ensure assets comply with all codes and standardsEnsure that all relevant inspections and tests are performed in compliance with engineering and/or statutory requirements before maintenance activities or capital works projects are completed and the signalling is handed back for rail operations to commence.
- Conduct testing and commissioning of signalling assets and provide technical assistance, advice and guidance to Technicians and Maintainers.

Key challenges

- Ensuring good engineering hygiene, standards and practices are followed whilst maintaining good productivity.
- Keeping up to date with changes in Signalling engineering standards and ensuring a timely, effective and cost-efficient rollout.
- Maintaining technical oversight of planned capital works, ensuring timely delivery of materials, engineering designs and work in hands.

Key Relationships Here are the key relationships relevant to this role		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Internal	STTE Manager		✓		
	GM Infrastructure – UNI & Northland		✓		
	Network Operations			✓	✓
	Professional Heads - S&T			✓	
	Signals Technicians & Maintainers			✓	✓
	Purchasing and Inventory			✓	
	Signals Engineering			✓	
	Internal service providers			✓	
Ext				✓	✓

				✓	✓
	Third Part Contractors/Suppliers			✓	
	Service providers			✓	

What you will do to contribute

Health Safety and Wellbeing	• Ensure compliance with rail safety system standards, procedures and statutory requirements within your area of responsibility. • Analyse maintenance risks, implement mitigation strategies, and promote safety improvements. • Foster a safety-first culture by training and supporting field teams in best practices. • Promote a culture of safety and wellbeing within your team • Respond effectively to safety incidents and near-misses
Operations	• Assist develop and review STTE work planning to ensure that effective and efficient plans are in place that reflect operational priority. • Carry out code compliance audits to ensure assets comply with all codes and standards • Manage investigation of alleged wrongside failures and ensure managers of staff involved and Engineering are advised immediately • Ensure good engineering hygiene, standards and practices are followed whilst maintaining good productivity. • Ensure that all relevant inspections and tests are performed in compliance with engineering and/or statutory requirements before maintenance activities or capital works projects are handed back for rail operations to commence. • Conduct testing and commissioning of signalling assets • Where appropriate conduct fault/incident investigations and provide appropriate reports. • Work collaboratively with the Signals Field Asset Engineer to develop strategies to improve the reliability and performance of Signalling assets. • Support major Block of Line planning • Perform random audits ensuring that all work has been performed in accordance with policies, procedures, codes, specifications, drawings and work instructions. • Supervise, monitor and assist where required major signal repairs ensuring repairs are completed in a timely manner and relevant parties and stakeholders are kept updated on progress and expected time for completion. • Immediately implement corrective actions on systems or process non-conformance within project work. • Working within the delegated authority of the role attend and manage all major mainline emergency response incidents. • Assist with engineering inspections to ensure signals maintenance work complies with all engineering and legislative requirements • Participate in the Signals Technical Committee. • Ensure that mitigation measures are in place when signals maintenance or renewal is outstanding such as speed restrictions and emergency plating
High Performing Teams Skills	• Provide technical assistance, advice and guidance to Technicians and Maintainers.

- Carry out assessments for Signals Maintainers & Technician for career progression level advancements.
- Provide timely and constructive technical feedback
- Actively seek diverse perspectives in technical problem-solving
- Provide technical leadership to the team that results in creating a work environment that encourages initiative, ownership of problems and personnel accountability.

Decision Making

The position is accountable for decisions regarding all technical and operational objectives related to signalling equipment performance, maintenance, and safety within the Auckland Metro region, and for providing advice to relevant stakeholders on day-to-day and emergency operational decisions.

Key decision-making requirements of the position include:

- Technical and compliance decisions: Ensuring maintenance and renewals meet engineering codes, standards, and legislative requirements, and implementing corrective actions where necessary.
- Safety management decisions: Identifying hazards, applying mitigation measures (e.g., speed restrictions, fix signals at red), and managing responses to major incidents.
- Work planning and prioritisation decisions: Reviewing maintenance, capital works and CAPEX renewal plans, setting operational priorities, and ensuring delivery within budget and timeframes.
- Operational support and investigation decisions: Providing technical advice, leading investigations into failures or incidents, and ensuring appropriate follow-up actions are taken.

Human Resources Delegations	Nil
Direct reports	Nil
Finance Delegations	Nil
Budget (operating and capital)	Nil
Travel Delegations	Travel within the UNI region as required.
Statutory powers	Nil

Physical demands and the nature of work

This role is administration-based and requires:

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- 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
- capability to respond to emergency callouts and work extended/additional shifts
- manual dexterity and hand-eye coordination for operating tools/equipment
- protective equipment usage including safety boots, hard hats, eye/ear protection
- 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're highly skilled in Railway Signalling
- You will have 10+ Years of experience in an Electrical/Mechanical technical role
- You can use computer tools for information management
- You know how to investigate issues (RCA)
- You understand our products and services
- You know how KiwiRail interacts with other agencies and the Government

Ways of working / Work-related qualities

- You communicate well at all levels
- You're flexible and practical
- You focus on customers' needs
- You have a commercial mindset
- You value diversity and help create an inclusive workplace

Other Requirements

- You can pass regular drug and alcohol screenings
- You have a current and valid NZ Driver's Licence

Qualifications

You need either:

- You have a relevant degree in engineering
- You have a post tertiary education experience

And

- Qualified Signals Technician or Engineer

