



Signals and Telecommunications Superintendent

Position Description

Team:	Wellington Metro Network – Network Intervention	Location:	Wellington
Reports to:	Network Intervention 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

The Signals and Telecommunications Superintendent is responsible for the safe, coordinated, and high-quality execution of signalling and communications-related intervention works across the network. The role provides operational leadership, technical oversight, and coordination of signalling and communications delivery activities, ensuring works are executed in accordance with approved plans, safety requirements, and technical standards.

Signalling and communications field crews are line-managed through a separate Network Workforce and Network Planning and Integrity functions. The Superintendent works closely with the Signals Workforce Manager and the Telecommunications Maintenance Superintendent to ensure appropriate capability, competency, and resourcing are available to meet delivery requirements.

Key Accountabilities

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

- Lead and coordinate the safe execution of all signalling and telecommunications intervention works, including renewals and upgrades (but excluding maintenance). This includes signalling assets, train control interfaces, level crossings, telecommunications and associated systems.
- Own the day-to-day commercial performance of site delivery, including managing work against approved budgets, monitoring productivity and cost drivers, identifying and escalating cost pressures or opportunities early, and ensuring construction activities are delivered efficiently and in line with commercial and contractual expectations.
- Shape and lead the operational direction and technical oversight for signalling and communications field delivery, including testing and commissioning phases.
- Work collaboratively with the Signals & Telecoms Workforce Manager to ensure suitable signalling and communications resources, competencies, and coverage are available to meet delivery requirements.
- Ensure all works comply with rail safety legislation, KiwiRail rules, signalling principles, and approved safety management systems.
- Manage complex signalling and communications delivery activities to align with agreed possession, access, and commissioning windows.
- Work closely with Project Managers and Project Engineers to confirm scope readiness, constructability, staging, testing and support integrated delivery with other disciplines.
- Manage technical interactions with KiwiRail engineering services signalling and communications teams
- Manage technical interactions with 3rd party Signalling and Communications contractors.
- Collaborate with the Network Planning team to ensure signalling and communications delivery constraints, testing durations, and system interfaces are understood and reflected in plans.
- Manage delivery risks associated with live railway signalling systems and interfaces with Train Control.
- Drive the adoption of modern delivery practices in signalling intervention activities and keep high-quality production records to aid continuous improvement of planning and delivery.
- Ensure thorough commissioning, and handover and close out of completed works.

Key challenges

- Delivering safety-critical signalling and communications works within a live operational rail environment.
- Coordinating complex testing and commissioning activities within constrained access windows.
- Managing system interfaces between new and legacy signalling assets.
- Integrating signalling and communications works with track, traction, and other disciplines.
- Maintaining consistent delivery standards without direct line management of field crews.

Key Relationships Here are the key relationships relevant to this role		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Internal	Network Intervention Manager		✓		
	Delivery Manager		✓		
	Project Managers			✓	
	Project Engineers			✓	
	Signals and Telecommunications Workforce Manger			✓	✓
	Signals and Communications Field Crews	✓		✓	
	Network Planners			✓	✓
	Track and Traction Superintendents			✓	
	Signalling Asset Integrity Engineers			✓	✓
	Signals Inspectors			✓	✓
	Signalling and Communications Engineers			✓	✓
	Train Control and Network Authorities			✓	✓
External	Contractors and subcontractors	✓		✓	
	Suppliers and service providers			✓	✓
	Local authorities			✓	✓

What you will do to contribute

Health Safety and Wellbeing	• Lead by example in safety leadership and champion KiwiRail's Care & Protect value. • Ensure all signalling works are planned and executed in accordance with approved Safe Work Methodologies, JSEAs, permits-to-enter and testing and commissioning procedures. • Conduct site visits, safety engagement, and delivery assurance activities. • Identify, manage, and escalate safety and system integrity risks. • Identify, manage, and escalate safety, system, or delivery risks to the Delivery Manager as required.
Customer Focus	• Deliver signalling and communications works in a manner that minimises disruption to customers. • Work with Engineering and operational teams, Project Managers, Project Engineers and Planning team to manage service impacts from signalling and communications works. • Proactively communicate delivery and commissioning risks.
High Performing Teams Skills	• Build strong working relationships with Network Workforce team, field leaders and engineers. • Influence and coordinate teams through clear expectations and professional credibility. • Promote a culture of accountability, teamwork, and continuous improvement across delivery interfaces. • Support capability development through feedback and lessons learned.
Commercial Acumen	• Support effective use of specialist resources and internal crews. • Contribute to cost control through efficient commissioning strategies and avoidance of rework. • Provide input into delivery cost estimates, testing durations, and risk allowances.
Other Role-Related Competencies	• Support job planning, staging, and commissioning readiness reviews. • Ensure accurate completion of test records, as-builts, and system documentation. • Assist with incident investigations, system faults, and post-commissioning reviews.

Decision Making

The position is accountable for **operational and technical decisions** related to the safe and effective execution of signalling and communications works.

Key decision-making requirements include:

- Acceptance of site and system readiness for testing and commissioning
- Management of staging and sequencing within approved plans
- Identification and escalation of system, access, or safety constraints
- Provision of signalling delivery advice to Project Managers and the Delivery Manager

Human Resources Delegations	Nil
Direct reports	Nil
Finance Delegations	Level 8: Budgeted Operating Expenditure and Capital Expenditure \$10k.
Budget (operating and capital)	Nil
Travel Delegations	Nil
Statutory powers	Nil

Physical demands and the nature of work

This role is operationally engaged and involves:

- Regular work within the rail corridor and equipment rooms.
- Walking on uneven ballast and exposure to live signalling environments.
- Exposure to weather conditions.
- Periodic attendance at night or weekend works as required.

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

- Significant experience in rail signalling and/or communications delivery.
- Strong understanding of signalling principles, testing, commissioning, and system integration.
- Experience coordinating safety-critical works without direct line management authority.
- Proven ability to work across delivery, planning, workforce, and operations interfaces.

Ways of working / Work-related qualities

- Demonstrates strong personal commitment to safety and system integrity.
- Leads through technical credibility, calm decision-making, and clear communication.
- Maintains discipline and rigour under operational pressure.
- Builds trust with operations, engineers, and field teams.
- Takes a pragmatic, solutions-focused approach to complex problems.

Other Requirements

- Ability to pass drug and alcohol screening requirements.
- Current and valid NZ driver's licence.
- Willingness to work nights, weekends, and travel as required.

Qualifications

- Relevant signalling, communications, or engineering qualification, or equivalent experience.
- Rail signalling certifications and competencies required for the role.
- Systems, testing, or safety-related training desirable.