



Track Maintenance Superintendent

Position Description

Team:	Wellington Metro Network - Network Maintenance	Location:	Wellington
Reports to:	Network Maintenance 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 Track Maintenance Superintendent provides senior leadership and technical oversight of track and corridor maintenance activities across the Wellington Metro KiwiRail network. The role is accountable for ensuring track assets — including rails, sleepers, ballast, turnouts, formation, and associated corridor infrastructure — are maintained in a safe, reliable, and compliant condition to support 24/7 rail operations. This role sets the maintenance strategy, manages risk and performance while working closely with operations, engineering, and asset management stakeholders.

Track field crews are line-managed through a separate Network Workforce function. The Track Maintenance Superintendent works in close partnership with the Track Workforce Manager to ensure the right capability is available, deployed safely, and utilised effectively.

Key Accountabilities

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

- Lead and embed a strong safety culture across all track and corridor maintenance activities, ensuring compliance with rail safety legislation, standards, and KiwiRail procedures.
- Own the planning and control of track maintenance expenditure, delivering work within allocated budgets by actively managing productivity, material usage, and access efficiency, and escalating emerging cost pressures or opportunities early.
- Shape and implement improved track maintenance methods and standards that optimise value for money and whole-of-life cost, balancing intervention timing, asset condition, and disruption to rail services.
- Ensure track assets remain code compliant through effective planned and programmed maintenance regimes.
- Working collaboratively with the Track Asset Engineering team to ensure compliance, condition, and performance reporting is accurate, complete, and maintained in a timely manner and to develop and implement preventative, corrective, and predictive track maintenance strategies that optimise asset lifecycle value.
- Accountability for the maintenance, reliability, and performance of track infrastructure across the network.
- Oversee safety-critical work, fault response, incident investigations, and the implementation of corrective and preventive actions.
- Own the on-time execution of programmed track maintenance activities while maintaining strong focus on quality, safety, and efficiency.
- Manage maintenance activities, possession planning, and resource requirements to ensure on-time delivery of work programmes, utilising the Maximo Asset Management system.
- Working closely with the Track Inspector teams to conduct quality assurance reviews of track maintenance activities to ensure compliance with standards, work instructions, and engineering requirements.
- Drive effective planning, prioritisation, and delivery of track maintenance works in coordination with the Network Planning and Integrity team.
- Maintenance technical leadership for track maintenance and provide advanced expert advice to internal stakeholders.
- Support Track asset management plans, renewals programmes, and capital delivery projects with track maintenance expertise.
- Drive continuous improvement, standardisation, and adoption of modern track maintenance practices, plant, and technologies.

Key challenges

- Managing safety-critical track assets across a large, geographically dispersed rail network.
- Maintaining track condition and availability in a 24/7 operating environment.
- Ensuring programmed maintenance tasks are resourced efficiently working closely with the Workforce and Capabilities Track Workforce Manager.
- Balancing renewals, maintenance, access constraints, and operational demands.
- Leading large, hands-on maintenance teams working in high-risk environments.
- Responding effectively to defects, weather-related events, and network disruptions.

Key Relationships Here are the key relationships relevant to this role		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Internal	General Manager - Wellington Metro				✓
	Network Maintenance Manager – Wellington Metro		✓		
	Network Workforce Team			✓	✓
	Network Planning & Integrity Team			✓	✓
	Network Intervention Team			✓	✓
	Commercial & Performance Team			✓	✓
	Customer & Operations Team			✓	✓
	Maintenance Superintendents			✓	
	Engineering team Managers/Professional Heads			✓	✓
External	Contractors and maintenance service providers	✓		✓	
	Local authorities and stakeholders			✓	✓

What you will do to contribute

Health Safety and Wellbeing

- Lead safety critical track work in line with KiwiRail's safety management system.
- Identify, assess, and manage operational, environmental, and workplace risks.
- Promote safety leadership behaviours and wellbeing across all crews.
- Lead incident response, investigations, and learning reviews.

Customer Focus	• Support safe and reliable train operations through resilient track infrastructure. • Work collaboratively with operational stakeholders to minimise service disruptions. • Balance maintenance needs with network access and service requirements • Work with colleagues to improve customer outcomes • Manage contractor safety, performance, and compliance where external track maintenance services are engaged.
High Performing Teams Skills	• Set clear performance and safety expectations aligned with KiwiRail strategy. • Build a collaborative, inclusive, and accountable team culture. • Provide timely and constructive feedback to internal stakeholders. • Work closely with the Workforce Management team to identify opportunities for coaching and mentoring.
Commercial Acumen	• Support budget planning and cost control for track maintenance activities. • Ensure efficient allocation of labour, plant and materials. • Manage contractor performance to deliver value-for-money outcomes. • Recognise how financial decisions impact KiwiRail's overall position.
Governance, Risk and Asset Management	• Apply governance frameworks to track maintenance activities. • Identify and manage asset, operational and environmental risks proactively. • Implement asset management policies and frameworks to optimise track performance and lifecycle outcomes

Decision Making

The Track Maintenance Superintendent is accountable for decisions related to track maintenance operations and provides expert advice on safety-critical and operational matters.

Key decision-making requirements include:

- Safety management decisions relating to track condition, defects, and risk mitigation.
- Prioritisation of maintenance activities and fault response.
- Allocation of resources, plant, and access planning.
- Recommendations affecting track asset performance, renewals, and lifecycle investment.

Human Resources Delegations	Nil
Direct reports	Nil
Finance Delegations	Level 8: Budgeted Operating Expenditure and Capital Expenditure \$10k.
Budget responsibility	\$10M+ per annum
Travel Delegations	Nil
Statutory powers	Nil

Physical demands and the nature of work

This role may require:

- Regular access to rail corridors and work sites.
- Working outdoors in all weather conditions.
- Exposure to machinery, heavy plant, noise, vibration, and uneven terrain.
- Participation in emergency response, night work, weekend work, and on-call activities.
- Compliance with PPE requirements including safety footwear, high-visibility clothing, head, eye, and hearing 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

- Extensive experience in track maintenance, rail infrastructure, or civil asset maintenance.
- Demonstrated leadership experience in safety-critical, operational environments.
- Strong understanding of rail track standards, maintenance practices, and safety management systems.
- Proven experience managing incidents, defects, and operational risk.

Ways of working / Work-related qualities

- Strong safety leadership and sound operational judgement.
- Clear communicator across technical and operational audiences.
- Ability to prioritise conflicting demands.
- Practical, resilient, and decisive in dynamic environments.
- Collaborative and values-driven leader.

Other Requirements

- Ability to obtain and maintain required rail safety competencies.
- Willingness to participate in on-call and emergency response arrangements.
- Current and valid New Zealand driver licence.
- Ability to meet KiwiRail drug and alcohol testing requirements.

Qualifications

You need:

- A relevant qualification in civil engineering, rail infrastructure, or a related discipline, **or** significant equivalent industry experience in track maintenance or rail infrastructure operations.
- Relevant Rail industry certifications and safetycritical competencies.-critical competencies.

