



**MECHANICAL ENGINEER FITTER/MECHANIC (LEVEL 4/5)
POSITION DESCRIPTION
KIWIRAIL MECHANICAL LOCOMOTIVE MAINTENANCE**

Role Purpose:

The primary purpose of this role is to be responsible for maintenance and repair of the Locomotive fleet in the various Depots as required. The primary focus of this role would be to carry out the various maintenance checks as set out in the Rail operating code with the view to improve reliability and availability of the fleet. There would be also rail vehicle movements in this role.

This is a hands-on role, working along with other mechanical engineers, locomotive maintainers, and servicing assistants in a team environment, and will involve shift work depending on the Depot.

Where required, the Mechanical Engineer will fill in as Team Leader or Supervisor at the request of the Manager.

Key Relationships:

Responsible to: Service/ Site/ Regional Manager

Responsible for: NA

Internal Relationships:

KiwiRail Mechanical	KiwiRail
Service Manager Supervisors, Team Leaders Mechanical Engineers, Servicing Persons & Trade Assistants Technicians/ Engineers Site HR & HSSE	Safety Committee Audit Teams KiwiRail Freight teams Other internal staff as relevant

External Relationships:

Key Customers & Suppliers Auditors

Dimensions:

Budget: NA

Number of Direct Reports: NA

Number of Indirect Reports: NA

Delegations:

The position operates with direction from a Team Leader, Supervisor or the Service/ Site/ Regional Manager.

Location:

Local Locomotive Depot; there may be some travel if required

Key Responsibilities and Accountabilities

Operations	Results/ Measurement
<ul style="list-style-type: none"> • Execute the servicing, maintenance and incident recovery of the assets being managed in a safe, efficient and effective manner to meet both the contracted and internal KPIs, and as required by the manger/ supervisor (<i>Employees with advanced trade will undertake fault-finding also in addition to maitnanance and repair</i>) • Carry out maintenance and repairs to locomotives and other associated vehicles in accordance with KRMS policies, industry and legislative safety rules, codes, procedures and practice. This will include but is not limited to the following activities – <ul style="list-style-type: none"> – Scheduled Maintenance checks – Out of course repairs – Provisioning and servicing of vehicles – Incident recovery and repairs – Other maintenance activities as directed • Undertake shunting and piloting as required • Support your Team Leader and assist him with completing all work safely, to the required quality standards and with in the allocated time frame • Use sound engineering practices and Safety Standards. • Carry out routine maintenance work in compliance with the schedule. • Train operators to use the production equipment in a safe manner, carry out daily checks, lubrications etc. • Work within the boundaries of your known and recognised competency levels • Manage documentation professionally • Have focus on the security of customers plant and equipment • Have a clear understanding of scope of the job being executed • Good housekeeping to ensure health and safety of all staff 	<ul style="list-style-type: none"> • Carry out all work according to relevant quality, safety and engineering standards • Carry out work efficiently and effectively • Achieving reductions in rework • Quality documentation supplied to customers (internal and external)
Authority	Results/ Measurement
<ul style="list-style-type: none"> • Halt work practices and any actions that could reasonably be seen to adversely affect your personal health and safety or that of any other employee, contactor, visitor, customer or community member • Report and elevate any situation that may result in serious impact or harm to the business performance or 	<ul style="list-style-type: none"> • Take reasonable steps to ensure the health and safety of yourself and others subject to limitations and/or obligations set

reputation <ul style="list-style-type: none"> Report immediately and recommend suspension of production due to quality issues or defective product(s) or service 	in policies and procedures
Policy Responsibility	Results/ Measurement
<ul style="list-style-type: none"> Comply with all KiwiRail HSSE policies and relevant legislation Comply with KiwiRail Drug and Alcohol Policy Comply with all emergency plans and procedures Comply with any requirements for injury management and or rehabilitation. Comply with all KiwiRail HR policies & procedures and legislation including Equal Employment Opportunities and Harassment Legislation Comply with all IT policies & procedures in particular with regards to: Appropriate Access and use of systems/software, Security of data and Policies pertaining to viewing/ copying/ downloading of inappropriate, offensive or sexually explicit material Comply with all Procurement and Asset Management policies and procedures Comply with all policies and procedures pertaining to Commercial Obligation, Risk Management, and Protection of all Intellectual Property 	<ul style="list-style-type: none"> Carry out all activities in an honest and ethical manner and treat all employees, customers, suppliers and visitors with respect.
Rail and Maritime Safety System Responsibility	Results/ Measurement
<ul style="list-style-type: none"> Responsible for complying with the maritime rail safety system standards, procedures and statutory requirements within your area of responsibility Responsible for your own safety and that of other employees, contractors and visitors within your work environment Responsible for the identification, reporting and initial control of any safety or environmental hazard identified within your area. 	
Records Management	Results/ Measurement
<ul style="list-style-type: none"> Ensure you are aware of the policy and procedures around the creating, maintaining and destruction of records. Ensure no records are altered, transferred or destroyed before the disposal date or without authorisation All records are to be kept in the relevant filing system, including emails. 	

Person Specification

Area	Essential	Desirable
Education	<ul style="list-style-type: none"> Tradesman (Trade Certificate or equivalent if from overseas): Electrical and Mechanical fitters, qualified diesel or auto mechanics 	<ul style="list-style-type: none"> Advanced Trade Certificate (or NZQA equivalent if from overseas): Electrical and

	<ul style="list-style-type: none"> ▪ Ability to analyse electrical schematics, fault finding, develop alternate methods. 	Mechanical fitters, qualified Diesel or Auto mechanics
Experience and Knowledge	<ul style="list-style-type: none"> • Prior experience in a manufacturing environment, preferably with heavy industry or automobile industry experience and machine upgrades, or experience in locomotives, ship or similar • Ability to analyse and interpret hydraulic & pneumatic control circuit diagrams, fault finding, develop alternate methods • A good knowledge of relevant Engineering specifications, standards, sound engineering practices. 	<ul style="list-style-type: none"> ▪ Knowledge of rail infrastructure codes and standards.

Competencies	
Safety Awareness / Workplace Safety	Awareness of major safety hazards in the workplace and taking actions to improve own and others safety
Deals with Ambiguity	Can effectively cope with change and uncertainty and shift gears comfortably
Open and Collaborative Approach	Builds effective relationships with both internal and external people to the organisation
Ownership and Accountability	Takes personal responsibility and ownership for their work and decisions
Sense of Urgency	Understands the need to complete actions in an efficient and timely manner
Attention to Detail	Takes time to ensure that the information displayed and collected accurately, showing concern for all parts of the job
Technical Knowledge	Mechanical aptitude Maintains a competent level of technical knowledge through research and reading and training as required
Problem Solving	Probes all fruitful sources for answers
Peer Relationships	Is seen as a team player and is co-operative Can be candid with peers Easily gains the trust and support of peers

The position profile will be finalised on appointment