

Candidate Information Pack



Australian Government
High Speed Rail Authority

General Manager Safety, Environment and Sustainability





General Manager Safety, Environment and Sustainability

Senior Executive Service Band 1

Title: General Manager Safety, Environment & Sustainability

Classification: Senior Executive Service Band 1

Employment Type: Ongoing

Salary Range: \$209,138 to \$250,092 + 15.4% superannuation

Location: Sydney, Canberra, Newcastle

Security Clearance: Negative Vetting Level 2

High Speed Rail Authority

The High Speed Rail Authority (the Authority) is a newly established independent Australian Government Corporate Commonwealth entity responsible for overseeing the development of a high-speed rail network along the east coast of Australia. This includes providing policy and planning advice and recommendations to the Australian Government and undertaking research and evaluation in relation to the high speed rail network and corridor along the east coast.

East coast high speed rail will be a nationally significant project for Australia and the Authority will support the Australian Government in planning for the future by working closely with state and territory governments and other key stakeholders to develop high speed rail between major cities and key regional centres on order to advance social, economic and population outcomes. A high speed rail network will allow passengers to travel between major and regional cities at speeds exceeding 250 kilometres per hour.

The first priority of the Authority will be the Sydney to Newcastle corridor with an Australian Government \$500 million commitment to start corridor acquisition, planning and early works in consultation with the NSW Government.

The Authority is overseen by an independent Board.



Position: General Manager Safety, Environment & Sustainability

Reports to: Executive General Manager Projects & Commercial

Positions reporting in: Nil.

Purpose of role:

As General Manager Safety, Environment and Sustainability, you will play a key role in providing safety, environmental and sustainability related expert advice and support for the Sydney to Newcastle Business Case and subsequent HSRA Corporate Plan deliverables for the east coast high speed rail corridor. You will act as a skilled and trusted advisor, providing recommendations and challenges to senior management to guide decision-making on matter that affect the strategic direction and reputation of the Authority.

Key Responsibilities

- Assess key safety, environmental and sustainability aspects of the Sydney to Newcastle Business Case and subsequent HSRA Corporate Plan deliverables for the east coast high speed rail corridor, and provide advice regarding environmental impacts and heritage, emissions, and sustainable design principles.
- Develop and implement the interoperability strategy, as well as the Safety Case for high speed rail.
- Develop and implement the Authority's sustainability and environmental strategy in alignment with government policies and international standards.
- Undertake planning appraisals, assessing against relevant environmental planning legislation with support from the legal team.
- Oversee and champion the development and implementation of an integrated WHS framework.
- Establish corporate safety, environmental and sustainability management systems, frameworks and policies.
- Champion a culture of environmental best practice.
- Establish a strategy for organisational sustainability.
- Lead the relationship with the Office of the National Rail Safety Regulator (ONRSR) and develop the accreditation strategy.
- Lead safety planning and the development of safety systems and processes.
- Oversee the planning, execution and evaluation of safety, sustainability and environmental programs and initiatives.
- Collaborate with internal teams to integrate sustainability principles into all projects.
- Provide support and advice to respective General Managers with matters regarding Safety, Sustainability and Environment as required.
- Scope and oversee work performed by consultants.
- Provide high level advice and support on Environment, Sustainability and WHS to the leadership team to enable them to meet their responsibilities and obligations.
- Ensure that the Authority adheres to the Government's environmental assessment policies and processes.
- Provide advice regarding and ensure compliance with relevant safety, planning and environmental legislation, codes of practice, standards and government policy.
- Represent the Authority at government, industry and community forums regarding environment and sustainability matters.



- Establishment of corporate WHS management systems, frameworks, reporting and policies.
- Establish mechanisms to collect and analyse environmental data and statistics to ensure that environmental reporting meets legislative and stakeholder requirements.
- Develop and maintain a register of safety, environmental legal and other requirements.
- Coordinate sustainability performance management and reporting across the Authority.
- Provide support and ensure awareness of obligations regarding legislation, regulations, permits to operate, standards and internal policies to employees across business units and assets.
- Undertake key safety, environmental and sustainability related risk management activities.

Qualifications

Tertiary qualifications in environmental science, sustainability, workplace health and safety or related field with post-graduate/industry qualifications highly desirable.

Knowledge and Skills

- Proven executive level experience within safety, sustainability and environment, leading functional teams and driving strategy.
- Excellent understanding of triple-bottom-line sustainability principles and commercial drivers for ESG and Sustainability.
- Outstanding leadership, engagement and influencing skills with the capacity to design organisational objectives.
- Demonstrated ability to influence, collaborate and negotiate in external and internal environments.
- Experience in managing multiple stakeholders and communications in diverse, internal and external environments.
- Experience in executive, committee and Board reporting.
- Ability to operate in an environment that is sensitive to public scrutiny.
- Ability to drive a culture of agility, innovative thinking, collaboration and problem solving.

Eligibility Requirements

Employment with the Authority is subject to conditions prescribed within the Public Service Act 1999 included:

- **Citizenship:** must be an Australian citizen to be eligible for employment with the Authority.
- **Health Assessment:** may be required to undergo a medical examination conducted by the Authority's preferred medical provider.
- **Security Clearance:** must be able to obtain and/or maintain a security clearance at the Negative Vetting Level 2. You must be willing to disclose all relevant and required information. You must have lived in Australia, or have a verifiable background, for at least the preceding five years for Negative Vetting Level 2. More information on the security clearance vetting process is available on the [Australian Government Security Vetting Agency \(AGSVA\) website](#).



HSRA VALUES STATEMENTS

SAFETY AND WELLBEING - We take responsibility to ensure that how we work and what we deliver will be safe. We recognise the importance of wellbeing for our staff and the wider team and will ensure we create a culture where people thrive.

TEAMWORK AND RESPECT - Our people and our culture drive our success. We value diverse perspectives and treat every individual with respect, kindness and consideration. We work together to leverage each other's strengths, share ideas and overcome challenges, creating a positive and productive work environment.

ACCOUNTABILITY AND INTEGRITY - We take responsibility for our actions and honour our commitments. We foster a culture of honesty, transparency and ethical decision-making to build trust and respectful relationships.

IMPACT AND INNOVATION - Our work is meaningful and will make a lasting positive impact in our country. We are committed to using our skills and talents to solve problems and create a better and more sustainable future. We embrace change and make risk-informed decisions. We promote creative and forward thinking ideas and solutions.

How to apply

Applications must include:

- A maximum 2-page **cover letter/pitch** outlining how your relevant experience aligns to the knowledge and skills and key responsibilities set out in the role description.
- A resume of no more than 6 pages outlining qualifications, experience, and expertise.
- The names and contact details of two referees who have direct and relevant experience of your work.
- Your application should be received through the Department of Infrastructure, Transport, Regional Development, Communications and the Arts [online recruitment system](#). Applications via Indeed/Seek/LinkedIn will not be accepted.
- If you experience any issues with the system please contact the recruitment team on 02 6274 6161 or via email at recruitment@infrastructure.gov.au to discuss an alternative way to submit your application.
- Please advise the contact officer if you require reasonable adjustments throughout the recruitment process. The HSRA is committed to the accessibility of our systems. If you find accessibility limitations in our systems, please contact recruitment@infrastructure.gov.au and an alternative application format will be provided to you.

For further information please contact:

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Application Closing Date: Sunday, 17th March 2024



Hudson
EXECUTIVE