

Manager – Rail & Freight

Strategy & Investment Group

This role is part of the Strategy & Investment Group. The Strategy & Investment Group maintains an overview of transport strategy, including major investments for New Zealand. They provide high level strategic design and quality, timely and effective policy advice and support for the Ministry and the transport sector. Functional teams include Demand Management, Strategic Policy & Innovation, Investment, Rail & Freight, and Urban Development & Environment.

The Rail & Freight Team is responsible for all rail policy and ensuring the efficient, effective and safe movement of freight to, from and within New Zealand. This team is also responsible for policy relating to the City Rail Link (CRL). The team will work closely with the Urban Development & Environment and the Demand Management, and Investment teams.

The role of Manager - Rail & Freight is a leadership and management role within the Ministry's Strategy & Investment Group. They lead the team that provide strategic advice on all Rail & Freight for the Ministry and the transport sector.

Reporting to: Deputy Chief Executive – Strategy & Investment

Location: Wellington

Enabling New Zealanders to flourish – our purpose

Our purpose statement goes beyond describing what our organisation does. It succinctly and powerfully captures the value that we will deliver to New Zealanders.

Flourish: A living organism flourishes when it grows or develops in a healthy or vigorous way, especially as the result of a particularly congenial environment. We think that's what transport should do for New Zealanders.

New Zealanders: New Zealanders are central to what we do. This includes New Zealand Inc, the business sector, and our international connections, but at the heart of all of it is people.

Enabling: We are here to help create the transport ecosystem that will enable society and businesses to flourish, and grow.

How we do things – our values

INVESTED	We are committed and responsible
BOLD	We are courageous, shaping our place in the world
COLLABORATIVE	We are connected and journey with others

What you will do to contribute - key responsibilities

The Manager - Rail and Freight has the responsibility for leading a team that provides a system-wide analysis and advice of freight and the efficient, effective and safe movement to, from and within New Zealand.

This role is responsible for:

- Leading the development of all rail policy for the Ministry and the transport sector
- Leading, setting and aligning the Ministry's contribution for the freight information gathering system
- Providing high quality strategic policy advice to the Minister, CE and Senior Leadership Team
- Modelling exemplary leadership across the Ministry aligned to the Ministry's vision, values and purpose
- Setting strategy for the team and driving delivery of high quality strategic policy advice and results to maximise the contribution that the team makes to Ministry outcomes and government goals
- Providing the thought leadership and strategic policy capability to inform, drive and challenge Ministry thinking
- Effectively influencing, and contributing to an authorising environment, through building and maintaining enduring relationships with senior stakeholders (including articulating and communicating the purpose of the team)
- Building and enhancing the overall capability of the team to ensure quality advice
- Ensuring effective leadership of direct reports including performance conversations, mentoring ongoing development and regular feedback loops
- Maintaining a high-performing team through good recruitment and performance management, and by developing and maintaining a culture of learning and development, safety and wellbeing within the team
- Prepare the annual budget for the team within agreed corporate guidelines to ensure expenditure remains within budget, action is taken to avoid overspend and the budget is in line with Ministry policies and procedures
- Driving delivery of high quality strategic policy advice and results to maximise contribution to Ministry outcomes and government goals

Your Health, Safety and Wellbeing

At MoT we expect all employees to:

- Work safely and take responsibility for keeping self and colleagues free from harm
- Report incidents and hazards promptly
- Know what to do in the event of an emergency
- Ensure personal health and safety standards are adhered to when at work or offsite when working

Who you will work with to get the job done

Internal	Senior Leadership Team
	Policy Teams
	All Managers and staff
External	Transport Sector agencies – KiwiRail, NZ Transport Agency
	Minister and Associate Ministers and their offices
	Other government agencies, crown entities and other organisations

What you will do to contribute - key responsibilities

What you will bring specifically

Experience:

- Extensive policy experience; with the ability to advocate, influence and articulate policy to the Minister and to sector stakeholders
- Ability to conceptualise and think creatively, analyse options, priorities and arguments, articulate clear concepts and influence thinking at strategic and operational levels
- Experience in leading, developing and mentoring a diverse team of professional staff
- Extensive experience in stakeholder relations and building effective working partnerships with other organisations, and the ability to manage a variety of internal and external relationships at various levels
- Significant experience of working in government, a sound understanding of the role of the public service and of working with Ministers and other government departments and agencies is required
- Extensive experience in influencing, negotiation, relationship development and organisational skills, and the ability to meet deadlines at all times
- Extensive experience in leading and co-ordinating strategic thinking and influencing thinking
- An understanding of local, national and international transport trends, approaches, policies, regulations, systems and practices relevant to the Ministry

Knowledge:

- Experience in and a sound understanding of public policy; its development, advocacy and implementation, including managing legislation
- Effective communicator

Skills:

- Effective communicator
- Budget Management

Other requirements:

- A relevant tertiary qualification or extensive equivalent experience

Leadership Capabilities

We use the Leadership Success Profile (LSP) to help guide our leaders towards the behaviours, skills and capabilities needed for successful leadership within the Ministry and across the public sector. Use the online tool [myLSP](#) to see how the LSP is translatable to your role.

Leading strategically

- Think, lead and act strategically; to engage others in the vision, and position teams, organisations, and sectors to meet customer and future needs.

Leading with influence

- Lead and communicate in a clear, persuasive, impactful, and inspiring way: to convince others to embrace change and take action.

Enhancing organisational performance

- Drive innovation and continuous improvement; to sustainably strengthen long-term organisational performance and improve outcomes for customers.

Enhancing system performance

- Work collectively across boundaries; to deliver sustainable and long-term improvements to system and customer outcomes.

Leading at the political interface

- Bridge the interface between Government and the Public Sector; to engage political representatives and shape and implement the Government's policy priorities.

Enhancing people performance

- Manage people performance and bring out the best in managers and staff; to deliver high quality results for customers.

Developing talent

- Coach and develop diverse talent; to build the people capability required to deliver outcomes.

Enhancing team performance

- Build cohesive and high performing teams; to deliver collective results that are more than the sum of individual efforts.

Managing work priorities

- Plan, prioritise, and organise work; to deliver on short and long-term objectives across the breadth of their role.

Achieving through others

- Effectively delegate and maintain oversight of work responsibilities; to leverage the capability of direct reports and staff to deliver outcomes for customers.

Engaging others

- Connect with people; to build trust and become a leader that people want to work with and for.

Achieving ambitious goals

- Demonstrate achievement, drive, ambition, optimism, and delivery-focus; to make things happen and achieve ambitious outcomes.

Honest and Courageous

- Deliver the hard messages, and makes unpopular decisions in a timely manner; to advance the longer-term best interests of customers and New Zealand.

Curious

- Show curiosity, flexibility, and openness in analysing and integrating ideas, information, and differing perspectives; to make fit-for-purpose decisions.

Self-Aware and agile

- Leverage self-awareness to improve skills and adapt approach; to strengthen personal capability over time and optimise effectiveness with different situations and people.

Resilient

- Show composure, grit, and a sense of perspective when the going gets tough; to help others maintain optimism and focus.

Manager – Urban Development & Environment

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The Urban Development & Environment team is responsible for ensuring the transport sector supports the growth and prosperity of New Zealand's urban centres. The focus of the team is the critical role transport has to play in supporting effective urban development across New Zealand. They lead advice on transport's contribution to environmental outcomes.

The role of Manager - Urban Development & Environment is a leadership and management role within the Ministry's Strategy & Investment group. They lead the team that provides strategic Urban Development & Environment policy capability for the Ministry and the transport sector.

- **Reporting to:** Deputy Chief Executive – Strategy & Investment Group
- **Location:** Wellington

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What you will do to contribute - key responsibilities

This role is responsible for:

- Leading the development and delivery of a transport response to climate change policy
- Providing high quality strategic policy advice to the Minister, CE and Senior Leadership Team
- Modelling exemplary leadership across the Ministry aligned to the Ministry's vision, values and purpose
- Setting strategy for the team and driving delivery of high quality strategic policy advice and results to maximise the contribution that the team makes to Ministry outcomes and government goals
- Providing the thought leadership and strategic policy capability to inform, drive and challenge Ministry thinking
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