



Mechanical Engineer Level 1 – Level 3

Middleton, Christchurch

Team:	Rolling Stock and Asset Services	Location:	Middleton, Christchurch
Reports to:	Site Manager		
Role Type:	Permanent – Full Time (40 Hours)		

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 primary purpose of this role is to maintain and repair the locomotive and wagon fleet, along with other associated vehicles as required. This role emphasizes performing maintenance checks outlined in the Rail Operating Code to improve the fleet's reliability and availability.

As a hands-on position, you will collaborate closely with mechanical engineers, locomotive maintainers, train examiners, and servicing assistants in a collaborative, team-focused environment. This position will involve shift work, which will require you to operate on a 24/7 rotating roaster.

Health and Safety is a cornerstone of KiwiRail's operations. In this role, you will function as a proactive safety leader, consistently demonstrating and promoting best safety practices.

Key Accountabilities

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

- Assist with scheduled maintenance, out-of-course repairs, and incident recovery
- Train in safe and effective engineering practices
- Maintain thorough records to ensure accurate documentation and reporting
- Help train operators on daily checks and safe equipment use
- Prioritise good housekeeping for a safe and tidy workspace

Key Relationships		Deliver to	Collaborate with	Advise or inform
Here are the key relationships relevant to this role				
Internal	KR Managers and Supervisors	✓	✓	✓
	KR Freight Teams	✓	✓	✓
	Team Leaders , Depot Team Members	✓	✓	✓
	Technicians & Engineers		✓	✓
	Site HR & HSSE		✓	✓

What you will do to contribute

Health Safety and Wellbeing

- Implement safety procedures and ensure team compliance
 - Analyse workplace risks and develop mitigation strategies
 - Promote a culture of safety and wellbeing within your team
 - Respond effectively to safety incidents and near-misses
 - Support team members' physical and mental health
-

Customer Focus

- Provide a positive customer experience
 - Support a customer-focused culture at KiwiRail
 - Know our services well and explain them to customers
 - Respond quickly to customer needs
 - Develop solutions to meet customer requirements
 - Solve complex customer issues
 - Work with colleagues to improve customer outcomes
-

High Performing Teams Skills

- Build a supportive and cooperative team environment
 - Provide timely and constructive feedback
 - Actively seek diverse perspectives in problem-solving
-

Operational Responsibilities

- **Support Tradespeople:** Assist qualified tradesmen and Team Leaders in completing tasks safely, on time, and to required quality standards
- **Maintenance & Repairs:** Under supervision, perform maintenance and repairs on passenger cars, locomotives, and associated vehicles, including Scheduled checks, out-of-course repairs, provisioning, servicing, and incident recovery
- **Execution & Standards:** Safely service and maintain assets to meet KPIs, using sound engineering practices and adhering to safety standards
- **Routine Work:** Conduct maintenance as per schedule and train operators in safe equipment use and daily checks
- **Documentation:** Maintain accurate records and provide quality documentation to internal and external customers
- **Asset Security & Scope:** Ensure the security of customer equipment, operate within competency limits, and understand job requirements
- **Health & Safety:** Maintain a clean and safe work environment, including housekeeping and additional maintenance tasks as required

Physical demands and the nature of work

This role is physically demanding and requires:

- Extended periods of standing and walking while performing manual tasks
- Regular lifting and carrying of items weighing up to 20 kg independently
- Occasional lifting of items up to 45 kg with assistance or lifting aids
- Working in various weather conditions and environments
- Exposure to mechanical equipment, electrical systems, vibration, fumes, dust, and noise
- Ability to work in confined spaces and at heights using ladders/lifts
- Capability to respond to emergency callouts and work extended shifts
- Manual dexterity and hand-eye coordination for operating tools/equipment
- Protective equipment usage including safety boots, hard hats, eye/ear 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

- **Manufacturing Background:** Previous experience in a manufacturing environment, ideally within the heavy industry sector
- **Technical Skills:** Proficiency in using mechanical, electrical, hydraulic, pneumatic, and safety equipment
- **Technical Interpretation:** Strong understanding of mechanical drawings, as well as electrical and pneumatic circuit and control interpretation

Ways of Working / Work-Related Qualities

- **Decision-Making:** Proven ability to make sound and effective decisions
- **Adaptability:** Flexible and practical approach to work and problem-solving
- **Teamwork:** Effective collaboration with colleagues
- **Learning Mindset:** Open to acquiring new knowledge and skills
- **Health and Safety:** Respectful adherence to health and safety rules and regulations

Other Requirements

- **Screening Compliance:** Ability to pass regular drug and alcohol screenings
- **Driver's Licence:** Possession of a current and valid New Zealand driver's licence

**CREATING
STRONGER
CONNECTIONS**

The KiwiRail logo, featuring the word "KiwiRail" in a bold, sans-serif font, followed by a stylized graphic of a kiwi bird's tail feathers.