



## Mechanical Engineer (Level 4-5)

Waltham, Christchurch

<b>Team:</b>	Rolling Stock and Asset Services	<b>Location:</b>	Waltham, Christchurch
<b>Reports to:</b>	Site Leaders/Workshop Manager		
<b>Role Type:</b>	Permanent – Full Time (40 Hours) 24/7 Rotating Roaster		

### 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.

As a Mechanical Engineer, your primary purpose is to perform maintenance and repair on KiwiRail's rolling stock. You'll focus on improving reliability and availability through scheduled maintenance, fault-finding, repairs, and servicing. This hands-on role includes collaboration with other engineers and team members.

Your work directly contributes to KiwiRail's goals of delivering safe and efficient rail services, ensuring customer satisfaction, and fostering operational excellence. This position will involve shift work, which will require you to operate on a 24/7 rotating roster.

### Key Accountabilities

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

- Perform maintenance, fault diagnosis, repair, and incident recovery on rolling stock and associated assets.
- Carry out scheduled maintenance, repair, and incident recovery in line with KiwiRail's policies and safety codes
- Support and train operators on safe equipment use and perform routine checks
- Support your Team Leader and assist him with completing all work safely, to the required quality standards and within the allocated time frame
- Undertake shunting, piloting and marshalling duties as required
- Ensure documentation and record-keeping are accurate and professional
- Maintain a clean and safe working environment to promote Zero Harm principles

### Key challenges

- Balancing resource allocation in a cost-sensitive environment.
- Managing and resolving complex technical and operational issues.
- Responding to unplanned maintenance and incident recovery tasks.

<b>Key Relationships</b> Here are the key relationships relevant to this role		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Internal	Project Director		✓	✓	
	Service and Access Teams	✓			
	Services and Access Leadership Team		✓	✓	
	Senior management across SDO		✓	✓	
	Internal service providers		✓	✓	
External	WorkSafe		✓	✓	
	Service providers		✓	✓	

## What you will do to contribute

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### **Health Safety and Wellbeing**

- Implement safety procedures and ensure compliance within the team.
  - Promote a culture of safety and respond effectively to incidents.
  - Support team members' physical and mental health.
  - Operate in a safe manner by adhering to PPE requirements and safety systems.
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### **Customer Focus**

- Provide excellent service by understanding and meeting customer needs.
  - Collaborate with colleagues to deliver solutions that improve customer outcomes.
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### **High Performing Teams Skills**

- Set clear expectations and foster a cooperative environment.
  - Provide constructive feedback and coaching opportunities.
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### **Commercial Acumen**

- Operate in efficient and effective manner, considering financial implications.
  - Work with the team and internal stake holders to ensure quality and value in service delivery.
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### **Mechanical Operations Responsibilities:**

- **Asset Maintenance:** Perform maintenance, fault-finding, repairs, and incident recovery on Rolling Stock Assets and associated equipment to meet KPIs and manager/supervisor requirements
- **Key Activities:** Conduct scheduled maintenance, out-of-course repairs, incident recovery, and other-directed tasks, including shunting, piloting, and marshalling duties
- **Safety & Standards:** Use sound engineering practices, adhere to safety standards, and operate within recognized competency levels
- **Training & Support:** Train operators on safe equipment use, daily checks, and lubrication, and assist Team Leaders in completing work safely and on time
- **Documentation & Security:** Maintain professional documentation, safeguard customer equipment, and understand job scope and boundaries
- **Housekeeping:** Ensure a clean and safe work environment, including cleaning and maintenance 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
- Manual handling and lifting of equipment (up to 20 kg independently, occasionally up to 45 kg with assistance).
- Working in various weather conditions and environments
- Exposure to mechanical equipment, electrical systems, vibration, dust/ fumes 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

- Proven experience in mechanical engineering, preferably in heavy industry, automotive, or locomotives
- Familiarity with engineering standards, specifications, and maintenance practices
- Skills in interpreting mechanical drawings and electrical/pneumatic circuits

### Ways of working / Work-related qualities

- A proactive problem solver with strong communication skills and attention to detail
- Flexible and practical, with the ability to adapt to changing priorities

### Other Requirements

- You can pass regular drug and alcohol screenings
- You have a current and valid NZ Driver's Licence

### Qualifications

#### Essential:

- Trade Certificate Level 4 or 5 (NZQA equivalent) in electrical or mechanical fitting, diesel mechanics, or a related field

#### Desirable:

- Certified welder qualified to AS/NZS 2980 or ISO 9606.1
- Competent to operate an overhead gantry crane and hold Unit Standard 30072 and 3800
- F Endorsement and valid operator's certificate
- First aid certificate
- Knowledge of SAP maintenance management system.

**CREATING  
STRONGER  
CONNECTIONS**

The KiwiRail logo is displayed on an orange background. It consists of the word "KiwiRail" in a bold, black, sans-serif font, followed by a stylized graphic of a kiwi bird's tail feathers.