



Position Description

TRACK GANGER Infrastructure

Purpose:

Working as part of the team, the Ganger is responsible for leading, supervising and the efficient operation of a work group, to achieve track maintenance, repair and renewal work both planned and unplanned, in a timely and cost effective manner which reflect operational priority. Ensure work is carried out in a way which complies with all KiwiRail Network quality, safety and engineering standards.

Health and Safety is an important part of how KiwiRail operates. You will be a safety leader and will be expected to “walk the safety talk”.

Dimensions:

- Reports to:** Field Production Manager
- Responsible for:** Track team members
- Location:** Local Depot – Some travelling/overnight may be required
- Internal Contacts:** Network Services Field and Office Staff KiwiRail
Asset Engineers
Train Control
- External Contacts:** Contractors
External customers
Members of the Public

Key Accountabilities:

Track Activities
<ul style="list-style-type: none"> • Carry out maintenance, destress and renewals to all areas of track on the rail and ensure all work carried out complies with relevant quality, safety and engineering standards. • Where applicable and qualified, supervise and carry out a range of welds to assist with ongoing track maintenance and renewal task. • Allocate daily work priorities and give team members tasks to complete • Ensure materials and stock are requested and available or on site to carry out planned work. • Carry out inspection of the infrastructure condition carrying out the work order which has been created through Maximo



- Report all observations regarding infrastructure condition or safety matters to your Manager.
- Ensure all requirements of the Site Operational Systems Plan are adhered to.
- Make recommendations in relation to work practices, which could improve quality, increase productivity and reduce cost.
- Ensure corrective and preventive action is taken for any non-conformance or improvement opportunities identified and followed through to completion.
- Read and act on EM80 print outs.
- Accurately complete Maximo documentation and paperwork
- Take all immediate actions necessary to rectify any defect or limit any hazard that poses a safety risk to either staff, the public or train operations
- Lead team decisions and Tool Box Meetings
- Maintain a customer service focus and display professional behaviour when dealing with, associated client personnel, sub-contractors and members of the public.
- Such other duties and responsibilities as the Company may require from time to time
- Ensure you clearly document your work activities and established files are clearly identified and filed correctly.

Leadership

- Supervise the team by way of direction and active participation, to carry out the works associated with the track and structures infrastructure and components to ensure the team is productive and meets all relevant quality, safety and engineering standards.
- Ensure the optimum utilisation of available resources, maintaining high productivity by leading and empowering the team.
- Develop a safety and quality culture within the team by actively encouraging team to make recommendations that may reduce cost, increase productivity or improve health and safety.
- Ensure on job training is carried out and all staff OJT records are up to date and verified in conjunction with Field Production Managers.
- Communicate regularly with staff.

Zero Harm

- Responsible for complying with all rail safety system standards, procedures and statutory requirements within your area of responsibility
- Responsible for your own safety and that of other rail 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 to your immediate manager
- Adhere to Kiwirail's health and safety requirements and take responsible for maintaining a proactive approach regarding both personal wellbeing as well as that of fellow employees, associated client personnel, sub-contractors and members of the public.
- Report all accidents and incidents to your immediate supervisor within one hour.

Training and Development

- Undertake specialist technical evaluations, investigation or similar activities when required



- Undertake both On The Job Training for the set designation plus attend training courses run by the company or external agencies including leadership training, as and when required to fulfil the requirements of the position

Person Profile:

Essential:	Desirable:
<ul style="list-style-type: none"> • Previous experience in planning the work of the team. • Strong background in track and structure maintenance. • Knowledge of rail infrastructure codes and standards. • Some computer literacy • Strong leaderships skills • Committed to Health and Safety • Able to resolve conflict • Coaching and counselling. • Ability to travel and stay away overnight for extended periods • Ability to attend call back/outs when required 	

Education:

Essential:	Desirable:
<ul style="list-style-type: none"> • A current class 2 (HT) driver's licence • Successfully completed appropriate licences to operate • All On the Job training is complete up to the level of Senior Track Maintainer. • Passed all modules of Intermediate track skills or have relevant knowledge up to the level of Senior Track Maintainer • Passed all modules of Advanced track course 	<ul style="list-style-type: none"> • NCEA Level 1 in Maths and English or equivalent

Non Technical Skills:

Observable Behaviours – that can be used to assess whether the skill is present.

Situational Awareness:
<p>The use of people, procedures, equipment and monitoring to obtain and maintain good awareness of the situation and our surroundings.</p> <ul style="list-style-type: none"> • Access and retain relevant information



- Attend to details
- Manage distractions
- Remain focussed
- Anticipate risk

Teamwork and Communication

Co-operation, coordination and communication between members of a team to achieve desired outcomes. Communication to be open interactive and 'closed loop'.

- Deliver messages effectively
- Listen actively and clarify and confirm messages
- Collaborate, share information and cooperate with others
- Manage relationships
- Own responsibilities

Decision Making and Action

The process of making a choice by identifying a decision need, gathering information, and assessing alternative solutions and actions.

- Identify options
- Prioritise action
- Make timely decisions
- Adapt to changes
- Act with confidence

Task and Workload Management

Manage workload by preplanning, task allocation, delegation, prioritising to avoid a high overload situation.

- Assess and respond to situation
- Plan and resource work
- Make optimum use of time available
- Manage self
- Deliver plan

