



Senior Project Manager – Power Feeds

Position Description – Auckland

Team:	Auckland Metro Programme	Location:	Auckland
Reports to:	Programme Manager – Power Feeds		
Role Type:	Fixed Term		

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 Auckland Metro Programme (AMP) team has been tasked with the management and delivery of a wide programme of network capital activities. Projects within this scope of works are ARDP (Auckland Rail Development Programme), CRL (City Rail Link) and its associated interfaces and integration, accelerated network projects and the macro planning for rail initiatives over a 30-year program.

The Senior Project Manager – Power Feeds will be responsible for delivering an SFC traction substation as part of the Southern Power Feed programme of works within the AMP team's remit. This role oversees every stage of the project lifecycle, ensuring successful planning, execution, and completion.

This role requires a proactive and strategic leader with a track record of delivering high-quality, complex projects while maintaining governance and financial discipline. The Senior Project Manager – Power Feeds will play a key role in driving organisational success through effective project execution and leadership.

Key Accountabilities

Within the area of responsibility, this role is required demonstrate exceptional leadership of:

1. Project Leadership & Governance

- Establish and implement strong multidisciplinary project management practices.
- Ensure projects align with agreed outcomes, strategic direction, values, and standards.
- Develop and maintain comprehensive project documentation and project plans.
- Provide leadership and strategic direction to project teams to drive successful project execution.
- Ensure adherence to quality and governance standards throughout the project lifecycle.

2. Project Execution & Delivery

- Be accountable for the day-to-day management of project direction, scope, quality, time, resources, budget, and support.
- Monitor and manage project change requests, ensuring effective change planning and alignment with project objectives.
- Effectively manage risks and issues in projects to support the delivery of organisational outcomes.
- Ensure project close-out activities, including testing, commissioning, and operational handover, are completed efficiently and effectively.
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- Ensure construction site safety and operational safety, managing risks related to the safe operation of the SFC once installed.

3. Resource & Stakeholder Management

- Lead project teams, ensuring shared knowledge and continued professional development in project management disciplines.
- Manage internal resources and contracted project personnel to optimise efficiency and effectiveness.
- Oversee contractor and consultant management to ensure the timely and effective delivery of agreed outputs.

4. Contract & Financial Management

- Manage contracts and procurement processes to secure necessary project resources and services.
- Ensure sound financial and program management practices to maintain budget integrity and accountability.

- Cost Overruns: Conduct regular finance review meetings to assess the scope against incurred costs.
- Funding Shortfalls: Support the programme manager in securing sufficient funding for the project.

5. Design & Construction Management

- Oversee multidisciplinary design and construction activities with a focus on traction power and Overhead Line Equipment specialisation.
- Strong ability to lead both electrical and civil works related to SFC substations.
- Coordinate technical teams and stakeholders to ensure compliance with engineering and construction standards.

6. Change Management & Programme Integration

- Lead change management initiatives to support successful project transitions, operational readiness, entry into service and handover.
- Ensure successful programme interdependencies and integration with other projects.
- Capture lessons learned and contribute to continuous improvement for future projects.
- Interaction with internal and external SME's
- Regular Contractor Meetings: Conduct frequent meetings with contractors to review the contracted scope and address any variations.
- Monthly Reporting: Provide monthly reports to the programme manager detailing the impact of variations on cost and the delivery schedule.

Key challenges

- Managing time, budget and resource constraints to ensure successful project outcomes.
- Ensuring successful programme inter-dependencies and integration.
- Providing steady project management leadership, and fast decision making in a pressurised environment.

Key Relationships Here are the key relationships relevant to this role		Manage /Lead	Deliver to	Collaborate with	Advise or inform (as needed)
Internal	Programme Manager		✓	✓	✓
	Delivery Team	✓		✓	✓
	Engineering and Signals Teams			✓	✓
	Professional Heads			✓	✓
	Subject Matter Experts	✓		✓	✓
	Internal service providers		✓	✓	✓
External	CRL			✓	✓
	Auckland Transport			✓	✓
	WorkSafe			✓	✓
	Auckland Council			✓	✓
	Subject Matter Experts	✓		✓	✓
	Utility and service providers			✓	✓

What you will do to contribute

Health Safety and Wellbeing	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Deliver high performance standards aligned with KiwiRail's goals • Build and contribute to a supportive and cooperative team environment • Provide timely and constructive feedback • Actively seek diverse perspectives in problem-solving • Identify opportunities for coaching and mentoring more junior team members
Commercial Acumen	<ul style="list-style-type: none"> • Plan and monitor resource allocation to achieve team objectives • Consider financial implications when making recommendations • Understand and comply with procurement guidelines • Work with suppliers to ensure quality outcomes • Recognise how financial decisions impact KiwiRail's overall position
Role specific domain	<ul style="list-style-type: none"> • An exceptional track record of delivering high value, technical, civil and structures construction projects • Technical and engineering astuteness in a complex rail, or utilities capital works construction environments • Ensure successful project integration with KiwiRail interdependencies
Role specific domain	<ul style="list-style-type: none"> • Manage and adapt appropriate risk management register and activity • Identify and forecast risks, issues, and opportunities in your project • Maintain delivery of critical path, with risk-adjusted programming • Timely reporting and escalation of key information to the Programme Manager
Role specific domain	<ul style="list-style-type: none"> • Identify and escalate any governance issues early • Close control of time, money and quality, whilst driving an attitude of innovation and improvement • Manage change processes in keeping with KiwiRail policy and project delivery best-practice

Decision Making

The position is accountable for decisions regarding all project management and operational objectives and for the provision of leadership and advice to your team members, and relevant stakeholders on day-to-day operational decisions.

Key decision-making requirements of the position include:

- Strong interpersonal skills are required to achieve cooperation, negotiate, and reach agreement with customers and suppliers
- Program management and delivery decisions.
- Results oriented and has influencing capabilities
- Financial and budgetary decisions, including effective negotiation with stakeholders
- Commercial and contractual decisions.
- Ability to lead and manage concurrent priorities.
- Risk management decisions.
- Project resourcing, planning and scheduling decisions.

Human Resources Delegations	Senior/Team Leader
Direct reports	2-4
Finance Delegations	TBC
Budget (operating and capital)	TBC
Travel Delegations	Nil
Statutory powers	Nil

Physical demands and the nature of work

This role is largely administration-based but also physically demanding during construction phases and requires:

- Prolonged sitting and high computer usage
- Limited walking, standing, twisting, bending (at the waist), crouching (bent knees)
- Carrying of laptop and paperwork when alternating between home and office
- extended periods of standing and walking while performing site supervisory tasks
- working in various weather conditions and environments
- exposure to mechanical equipment, electrical systems, vibration and noise
- ability to work in confined spaces and at heights using ladders/lifts
- capability to respond to emergency callouts and work extended shifts
- 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 track record of leading positive project outcomes in complex multi-disciplinary environments
- Experience delivering High voltage construction projects is an advantage and certification as Project Management Professional is a plus.
- Proven knowledge and understanding of project management methodologies and reporting, including risk management, design, specification, and production for assigned projects
- 10+ years' experience Project Management in a project management environment and ideally with experience working on complex business programmes and projects across a diverse portfolio including Traction electrical engineering, civil engineering procurement, consultant and contractor management,
- Demonstrable experience reviewing key project documentation and working with teams to deliver quality outputs
- Financial, and resource management, ensuring budget objectives are met and timely escalation taken if and when necessary.
- Exceptional organisational skills in prioritising and managing workloads
- Continually review work practices, productivity, and cost control throughout the project to maximise the financial performance of project.
- Oversee systems to continuously assess risks, identify and scope changes and find solutions to minimise adverse effects on cost, timeliness and quality of the project.
- Provide subject matter and technical expertise where required, through active involvement and engagement in the execution of the technical complex aspects of the project.
- Apply exceptional relationship building and management to demonstrate project leadership and apply influence and gravitas to ensure desired outcomes are met.
- Liaise and collaborate with Management and Technical Managers keeping them informed on when and how the project is likely to impact on their business.
- Maintain excellent relationships with external stakeholders, ensuring timely communication of project progress and likely impacts.
- Provide authentic and proactive leadership for your team, demonstrating best practice and effective engagement.
- 10-15 years experience in rail project management

Ways of working / Work-related qualities

- You maintain composure, making sound and timely decisions under pressure.
- You are pragmatic and flexible, effectively balancing the needs of your team, project and KiwiRail.
- You consistently display authentic and effective leadership.
- You are engaging and possess gravitas, your team has confidence in your ability to lead them to success.

Qualifications

- Tertiary qualification in related discipline
- Project Management qualifications, PRINCE, PMP

And

- You hold relevant industry and/or project management certifications.

**CREATING
STRONGER
CONNECTIONS**

