



SHAPING AN
AWESOME
HAMILTON

City Transportation- Unit Director

INFRASTRUCTURE OPERATIONS

WHY WE ARE HERE

We are a high-performance organisation with a clear purpose – **to improve the wellbeing of Hamiltonians.** Our people are at the heart of everything we do. We need team players who think differently, act with integrity and work together to deliver world-class outcomes for our community. We people who understand that mindset is the foundation of their performance.

WHY THIS ROLE EXISTS

This position is responsible for the leadership of the City Transportation Unit. Part of the Infrastructure Operations Group, the role helps provide safe and trusted infrastructure services for our community. The purpose of this role is to set the unit strategy and lead the team through its delivery, collectively driving performance across the organisation. This position provides leadership in planning, developing, operating and maintaining a safe, integrated, accessible, sustainable and efficient transport network for the city.

What you will do

Reporting to the General Manager - Infrastructure Operations, as the City Transportation Unit Director you will oversee the transport team to ensure the provision of a safe, integrated, sustainable and efficient transport system in Hamilton. As a key people leader you will collectively drive performance across the organisation. This role leads the operational team in the service delivery and future direction of city's transport activity to create an accessible city network that improves community wellbeing, providing both regional and national benefits.

Through continual improvement and digital transformation of systems and processes that deliver value for money, you will lead operational excellence practices that optimise the city's transport networks. You will also provide a strong focus on safety, customers, and quality, ensuring compliance with legislation, various standards, and resource consents. As part of your role, you will actively engage with the community, iwi, mana whenua, businesses, stakeholders, and customers to deliver our work programmes resulting in best practice delivery of the transport activity and advocacy for the work we do.

KEY OUTCOMES

Some of the **key outcomes** for this role include:

- Lead and develop an engaging team culture that channels the Vision, Purpose and Mission of the organisation, drives the high-performance framework, and encourages people to become the best version of themselves through their work.
- Oversee and support the development, delivery, and implementation of the approved and future long-term plans (LTPs) for the transportation capital, renewal, operations, service, asset management, projects, contract management and parking activities.
- In line with the High-Performance Framework, you will ensure the Group and Unit strategic direction (Game plans) are developed and delivered, including performance targets, delivery expectations and effective personal development programmes.
- You will work collaboratively, recognising key internal groups and staff and external partners and stakeholders to develop beneficial and effective working relationships that help support and deliver approved organisational work programmes.
- You will develop and implement organisational and our group safety leadership programme and framework that enables a 'hearts and minds' approach through leader-led change management, ensuring our work is both safe and mindful of wellbeing.

- You will identify and define our critical risks, strengthen our critical risk management, and create assurance of our critical risk controls and mitigations.
- You will drive to deliver a strong customer focus and advocate the benefits and value add by the various transport programmes and operational activities.
- Utilising strong working relationships with key partners, stakeholders, national and regional transport collaboration networks (e.g., Iwi and mana whenua, Waka Kotahi NZ Transport Agency, Waikato Regional Council, other Councils, Local Government NZ, etc.), you will influence continuous improvement and represent and proactively advocate for Hamilton City.
- You will lead and enable the development and continual improvement of effective Activity and Asset Management Plans that identify appropriate levels of service that consider efficient and effective whole of life costings and asset lifecycles.
- You will provide leadership to ensure the provision of safe assets, quality digital asset data, effective financial management, programme management, documented management systems and reporting that ensures the delivery and provision of compliant transport services and activities.
- You will lead the development, implementation and management of the Network Operating Framework to meet Council and Waka Kotahi NZ Transport Agency expectations.
- You will report key performance measures when required and have the appropriate data and traceability to ensure compliance with Council, Audit NZ, Waka Kotahi and legislative requirements.
- You will ensure that Bylaws and policies are developed, reviewed and implemented to ensure alignment with strategic direction to successfully regulate for positive community outcomes.
- You will provide leadership to ensure the National and Regional Transport Plans including the Regional Land Transport Plan (RLTP), Regional Public Transport Plan (RPTP), Transport Investment Online (TIO) and related programmes are completed to stakeholder requirements.
- You will provide leadership support to the Manager and staff of current and future transport corridor agreements ie Infrastructure Alliance (IA) to ensure council contract deliverables and benefits are delivered as expected.
- You will support current and future Council contract governance structures ie IA Principals Group (PG) and attend PG meetings and provide relevant reporting requirements.

HOW YOU WILL DO THIS

Our team culture is critical to our success. It's vital everyone who joins our team is an ambassador for our values, so together we can drive the best possible outcomes for our community.

YOUR MINDSET, SKILLS KNOWLEDGE AND EXPERIENCE

You actively work at being the 'best version of you' and your mindset and behaviours have a positive impact on others.

YOU BRING TO THE ROLE

- Tertiary degree in engineering and/or management fields
- Minimum of 10 years' technical experience and 5 years' management experience in the transportation and roading industry
- Experience in people leadership across multiples sites and activities, including implementing high-performance frameworks, the development of people, and driving an engaged culture.
- Experience and expertise in the delivery of operational excellence and continuous improvement in financial management, service delivery, quality, contract and project management.
- Ability to make effective decisions under pressure, to think and manage decisions clearly, and have resilience during times of rapid change.
- A high level of expertise in strategy coordination and delivery, integrating technical information into business and corporate systems and processes.
- Proven oral and written reporting skills from operational to governance level.
- Good listening skills, with the ability to communicate information in a way that increases understanding of processes and issues, building trust and positive relationships within HCC teams, the community, customers and Iwi and Mana Whenua.
- Ability to effectively manage time and meet multiple deadlines.
- Understanding of Health and Safety legislation and practices to ensure the safety and wellbeing of people.
- Current, clean and full driver's licence.