

ROLE DESCRIPTION

ROLE

Associate Principal Rail Engineer

ROLE PURPOSE

As our Associate Principal Rail Engineer, you'll be the technical authority driving excellence across major rail projects. You'll shape strategy, deliver innovative solutions, and ensure safety and technical excellence throughout the project lifecycle. Your leadership will anchor our rail capability, strengthen client relationships, and continue Vitruvius' position as a market leader.

Key outcomes:

- Technical excellence and innovation are embedded across Vitruvius' rail projects, lifting quality, consistency, and client confidence.
- Multidisciplinary rail projects are delivered seamlessly, with best practice in design, planning, and asset management consistently applied across teams.
- The rail sector grows sustainably, supported by clear strategic direction, stronger market presence, and targeted business development.
- A strong safety culture and ethos of continual improvement are evident across project teams, improving performance and reducing risk.
- Teams are high-performing, confident, and capable, with emerging talent visibly developing under effective mentoring and leadership.

In addition, the role contributes to health, safety, and quality by recognising that these are fundamental to how Vitruvius works and to the outcomes we deliver for our people, clients, and communities. This means consistently applying relevant legislation, standards, codes of practice, and company systems, while working safely and supporting a proactive approach to quality management so work is completed safely, accurately, and to the expected standard.

MISSION, VISION & VALUES

To be successful at Vitruvius and in this role, all employees must be aligned to and embrace our mission, vision, and values so that we work as a collective towards a common purpose.

Our vision is for Vitruvius to become widely known as the most valuable group of experts in the industry. For every client to value us as an integral component of their business, enabling the fullest expression of our ability.

Our mission is to empower our team to build trusted and valued partnerships with clients who see the value in our unique relationship business ethos. We believe likeminded, quality relationships produce better outcomes for our customers and allow us to produce our best work.

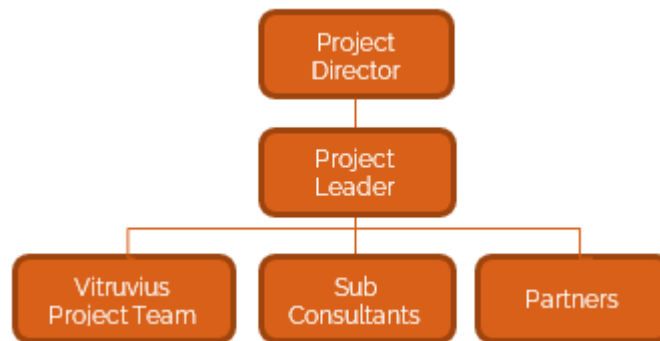
Our values, what we live by!



- Committed to connection
- Believe in bravery
- Continually improving
- Strength in diversity
- Enjoy the adventure

ORGANISATION CONTEXT

The nature of business that Vitruvius operates is to deliver client projects and we recognise that each project has different capabilities and requirements. For each project a project team is established which may be considered as a temporary organisation structure and can be illustrated below. The Associate Principal Rail Engineer will be assigned to a role within the Project Team which may include Project Director or Project Leader.



KEY RELATIONSHIPS

Line Manager:	Business Leader Auckland
Indirect Line Manager:	n/a
Responsible For:	Self
Internal Relationships:	All employees
External Relationships:	Key Clients, Partnership Consultants, Third Party Contractors, Public

DIMENSIONS AND SCOPE

Contract Type:	Permanent full time
Location:	Auckland
Revenue Responsibility:	\$3M
Number of Direct Reports:	n/a
Level:	10

KEY ACCOUNTABILITIES

1. HEALTH, SAFETY & WELLBEING

- Comply with site operating rules, processes and procedures to prevent project incidents.
- Identify, control and report hazards, incidents, emergency situations, environmental incidents and unsafe behaviours to the site manager and your line manager immediately.
- Take responsibility for personal safety and that of other employees, contractors and visitors within your work environment to avoid accidents and incidents.
- Review all safety bulletins, changes to codes and practices prior to sign off to keep up-to-date with all safety requirements including the incident escalation process.
- Meet and maintain all medical standards set out by Vitruvius and take responsibility for personal wellbeing to ensure fitness for work.

2. QUALITY & IMPROVEMENT

- Promote and support consistent application of the QMS within the role's area of responsibility.
- Monitor quality performance, identify risks/issues, and escalate or act as required.
- Support corrective actions, continuous improvement, and lessons learnt.
- Ensure relevant reviews, checks, approvals, and records are completed.

3. TECHNICAL EXPERTISE

- Represent Vitruvius as the primary rail technical authority, providing trusted advice and strengthening relationships with clients, industry partners, and external organisations.
- Lead technical delivery in
 - Track engineering and design standards compliance
 - Rail asset lifecycle planning and management
 - Integration of Signalling, OHLE, Civil and Structural disciplines within the rail corridor
- Plan and deliver multiple and diverse rail projects concurrently.
- Lead complex, multidisciplinary rail projects and business cases
- Review project progress and evaluate rail project performance.
- Recommend improvement plans and procedural changes for rail project delivery.
- Set performance targets for rail teams aligned with business objectives.
- Monitor and report on company risk and exposure through rail-specific compliance.
- Ensure quality of technical submissions, contract administration, and verification processes.
- Prepare and distribute regular rail project status reports.
- Act as verifier for design outputs in area of competency

4. RELATIONSHIP MANAGEMENT

- Maintain and develop good working relationships with internal and external customers, consultants, contractors and stakeholders.
- Communicate regularly and effectively with team members and customers on feedback and observations

- Work to client schedules and programs in the time required or made available
- Ensure good familiarity with client capabilities, safety rules and practices
- Provide timely feedback on risk and performance issues to your manager when required

5. LEADERSHIP

- Demonstrate leadership through role modelling the values, behaviours, and technical excellence that Vitruvius strive for all employees to aspire towards.
- Act as Project Leader for nominated projects
- Coach and mentor developing employees to achieve wider business goals and embody Vitruvius' values of continual improvement. building a sustainable pipeline of rail expertise.

6. FINANCIAL PERFORMANCE

- Responsible for controlling risk on an equivalent \$3,000,000 project portfolio
- Responsible for managing the technical component of licences, compliances and audits to meet business budgets and risk control
- Responsible for the development of technical solutions to make the company more competitive and profitable

PERSONAL PROFILE AND SPECIFICATIONS

1. KNOWLEDGE AND EXPERIENCE

Essential	Desirable
• Minimum 10 years' experience as a rail technical professional • Experience leading teams in rail engineering • Expertise and technical competency in track engineering and leading multidisciplinary rail projects • Extensive experience in stakeholder management and relationship management • Technical excellence and high-level project delivery acumen • Exceptional problem-solving capability to resolve complex technical and operational challenges • Excellent English written and oral communication skills capable of presenting complex information clearly to technical and non-technical audiences.	• Rail asset management experience • Experience in management consultancy • Strong background in transport engineering and construction management • Project Leadership on major projects >\$50M CAPEX • Leadership role on industry technical/professional body • New Zealand industry experience

2. EDUCATION, TRAINING AND TECHNICAL COMPETENCE

Essential	Desirable
• Bachelor/Degree /Equivalent in Engineering/Business Management/Finance (Level 7) • High level of computer literacy • Project reporting and documentation • Understands responsibilities under HSE Act 2015	• NZ Chartered Professional Engineer/Equivalent • ISO 19650 Certification • PRINCE2 or PMP Certification

3. BEHAVIOURAL COMPETENCE

Essential	Desirable
• Innovation • Commercial acumen • Vision and strategy • Enabling people	• Business Development