

ROLE DESCRIPTION

ROLE

Rail Civil Engineer (Intermediate)

ROLE PURPOSE

The Rail Civil Engineer supports the design and delivery of rail, transportation and civil infrastructure projects by providing sound technical input, coordinating effectively with project teams, and contributing to safe, practical and high-quality client outcomes.

The role contributes across multiple complex projects, and spans the full project lifecycle, from strategic assessments and detailed design through to construction phase delivery. They will be a technically minded engineer who will assist in delivering Vitruvius' work across Rail projects covering, civil structures, track, level crossings, platforms, stabling yards, drainage and combined services.

The Rail Civil Engineer will build and maintain strong professional relationships, engaging with team members and clients to ensure consistent, on-time, in-full and in-specification delivery that meets client's objectives and KPIs.

Above all, the Rail Engineer leads by example on safety and quality, adhering to HSE legislation, codes, practices and project safety plans, while upholding Vitruvius's quality management expectations and obligations. This includes active participation in quality assurance processes, adherence to documented procedures, and a commitment to continuous improvement across all project deliverables.

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.

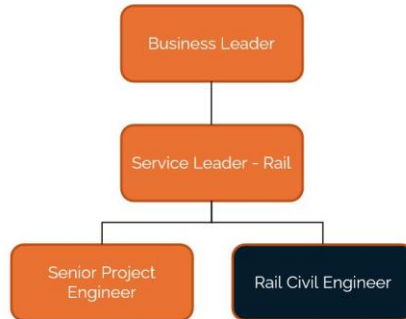
Our values, what we live by!



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

KEY RELATIONSHIPS & ORGANISATION STRUCTURE

Line Manager:	Service Leader – Rail
Responsible for:	n/a
Internal relationships:	All employees
External relationships:	Clients, Partnership Consultants, Service Providers, Third Party Contractors, Public

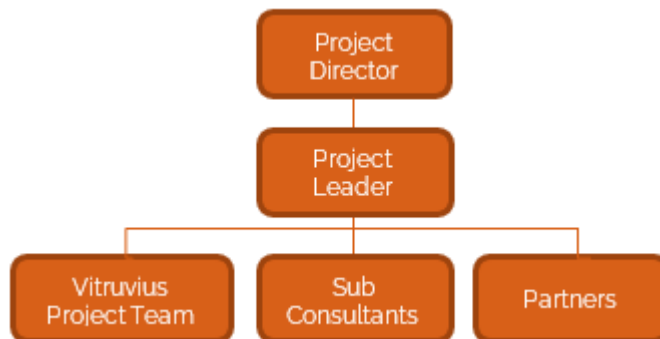


DIMENSIONS AND SCOPE

Contract Type:	Permanent full time
Location:	Auckland
Grade:	5

PROJECT DELIVERY 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 Rail Engineer will be assigned to a role within the Project Team which may include Project Engineer or Project Leader when working on client projects, please refer to the Project Team role descriptions.



KEY ACCOUNTABILITIES

1. HEALTH, SAFETY & WELLBEING

- Complete all required Health, Safety and Wellbeing (HSW) training and maintain awareness of relevant policies, procedures, and obligations.
- Take reasonable care for personal health and safety and ensure actions or omissions do not adversely affect others.
- Follow reasonable instructions and comply with organisational and project-specific HSW requirements.
- Use appropriate safety equipment, tools, and systems when required.
- Identify, report, and respond appropriately to hazards, risks, incidents, and faulty equipment.
- Comply with client and third-party HSW requirements while undertaking project work.
- Exercise the right and responsibility to stop or raise concerns regarding unsafe work practices.

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 DELIVERY

- Deliver technical assessments, analysis, and design outputs within own area of competence for rail civil, track or structures related infrastructure projects.
- Apply sound engineering judgement and contribute to practical, safe, and buildable solutions that meet project requirements.
- Coordinate effectively with other disciplines to support integrated design outcomes and efficient project delivery.
- Participate in Safety in Design, risk identification, verification, and quality assurance processes relevant to assigned work.
- Undertake site assessments, field investigations, and technical support activities as required to inform design and delivery.
- Prepare clear, accurate, and fit-for-purpose technical documentation in line with client, project, and organisational standards.

4. PROJECT DELIVERY

- Contribute to the delivery of projects in line with agreed scope, programme, budget, risk and quality requirements.

- Plan and manage assigned work to meet project priorities, timeframes, and changing delivery requirements.
- Monitor progress, communicate emerging issues early, and provide timely updates to support effective project control.
- Support project reporting, coordination, and administration requirements relevant to the role and assigned responsibilities.
- Work effectively with colleagues, contractors, and other delivery parties to support coordinated and efficient project execution.
- Provide construction phase support, monitoring, or technical input as required by the project and delegated role.

5. RELATIONSHIP MANAGEMENT & TEAMWORK

- Build and maintain positive working relationships with clients, colleagues, contractors, regulators, and project stakeholders.
- Communicate proactively and professionally with team members and clients regarding project progress, issues, and opportunities.
- Contribute to maintaining strong client relationships through reliable delivery and responsive service.
- Seek and provide constructive feedback to support individual and team performance.
- Work collaboratively across disciplines and offices to share knowledge and contribute to consistent technical outcomes.

Contribute positively to team culture by demonstrating professionalism, inclusion, respect, and accountability.

PERSONAL PROFILE AND SPECIFICATIONS

1. KNOWLEDGE AND EXPERIENCE

Essential	Desirable
• 3+ years' experience in civil infrastructure, transport or rail engineering • Experience in civil or structures engineering related works • Understanding of a project lifecycle • Able to work as part of a team and autonomously able to problem solve and take action • Able to manage multiple objectives	• Experience in rail engineering • Experience in structural engineering design • Field work experience in the delivery of 'block of line' works and projects • Application and knowledge in projects including OHLE, track and signalling • Good industry-wide knowledge of modern applications • Experience in New Zealand

• Excellent English written and oral communication skills	• Experience in consultancy • Previous experience in stakeholder management • Experience working within MSQA or similar construction quality assurance processes in rail or infrastructure projects • Understands commercial aspects of projects • Experience leveraging digital tools, data, and emerging technologies, including AI, to improve project delivery, efficiency, collaboration, or client outcomes
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2. EDUCATION, TRAINING AND TECHNICAL COMPETENCE

Essential	Desirable
• Technical degree in Civil, Structural Engineering or Rail Engineering or equivalent experience • Project reporting and documentation • Full Driver's License • High level of computer literacy (word, PowerPoint, excel)	• Technical competence for civil, structures or rail engineering and design • Competence in relevant modelling software • Certificate in HSE management • Federated model management for multidiscipline projects

3. BEHAVIOURAL COMPETENCE

Essential	Desirable
• High level of integrity • Excellent written and verbal communication • Able to work as part of a team and autonomously • Able to problem solve and act appropriately • Self-motivated and self-directed	• Able to manage pressure and conflicting priorities in work environments