



Ngākau aroha Have heart

Kotahitanga Better together

Kia māia Be brave

Mahia Nail it

Position Description

Title:	Practice Lead Transport Planning
Group:	Transport Services
Reports to:	Manager Performance & Practice
Band:	19
Date:	May 2022

Context

Our purpose	<i>Waka Kotahi. Moving. Together</i> A land transport system connecting people, products and places for the thriving Aotearoa.
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Group and team purpose	Working in partnership, we bring transport ambitions to life by designing it right, from the start <ul style="list-style-type: none"> • We put people & communications at the centre of our design, with a system view that delivers choice, safety and sustainability in our integrated transport solutions • We initiate projects with experts working together at the start, making sense of requirements to ensure we're building the right thing, the right way • We work with AO's on shared transport investments and activities that best achieve regional ambitions and support a thriving New Zealand economy • We use our expertise in road safety and safety in design to improve the safety and performance of the transport system
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Position purpose	The purpose of this role is build and lead a high performing team of transport planning professionals who provide broad, highly skilled, high quality design and transport planning leadership and capability in the development and implementation of transport system solutions which respond to government priorities and achieve Waka Kotahi transport system goals.
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Key relationships	Internal: <ul style="list-style-type: none"> • National Managers, Regional Managers, Project Directors and Managers, Direct Reports • All other Business Groups External: <ul style="list-style-type: none"> • Industry Stakeholders
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Dimensions

Size of business unit:	7 - 10 FTE
Indicative budget scope:	TBC
Delegations:	Refer to the NZTA Delegations Register
Location:	Nationwide

What the position involves

Accountabilities

As well as being accountable for the Waka Kotahi values and behaviours, your role has the following specific key accountabilities:

- Team leadership, building a highly engaged team through the coaching, mentoring and leadership of staff and ensuring the team have the capability and the tools to deliver Waka Kotahi priorities and outcomes
- In collaboration with fellow practice leads, develop career pathways to grow and retain high quality design and transport planning capability
- Maintain oversight of team member performance, providing performance feedback and coaching.
- Maintain oversight of team member health and wellbeing, taking action where appropriate
- Establish and manage relationships with key internal and external partners and stakeholders

There is an expectation that the role accountabilities may evolve over time. You may also be involved in other activities as part of a career and development plan. These will be reflected in your performance and development goals that are set in discussion with your People Leader.

Working effectively with Māori

Te Ara Kotahi – our Māori Strategy – supports Waka Kotahi to work effectively with Māori and is underpinned by uara (values) and our mātāpono (principles) of – Rangatiratanga, Manaakitanga, Kaitiakitanga, Whanaungatanga, Te Tiriti o Waitangi, Mana o te Reo, Huna Kore (no surprises approach), Auahatanga (creativity and innovation), Whakapono (integrity and honesty) and in recognition of Cultural Values.

As Waka Kotahi is an agent of the Crown, Te Tiriti o Waitangi/The Treaty of Waitangi is important to everything we say or do. We recognise it as an enduring document central to New Zealand's past, present and future. Building and maintaining meaningful relationships is important to work effectively with Māori, stakeholders and other agencies.

We accept our privileged role and responsibility to the partnership of the Treaty of Waitangi / Te Tiriti o Waitangi.

Values and Behaviours

Our values and behaviours underpin everything we do and form the core behavioural expectations for your role.

NGĀKAU AROHA Have heart means we have the wellbeing of our people, community and planet at the heart of everything we do. As Waka Kotahi we:

- Contribute to a safe and sustainable work environment.
- Show respect for all people.
- Treat others how we would like to be treated.
- Are inclusive and connected
- Look out for each other

KOTAHITANGA Better together means we achieve great things when we work together to build trusted relationships inside and outside of Waka Kotahi. As Waka Kotahi we:

- Build better relationships
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- Join up our thinking and our doing
 - Remove barriers to collaboration
 - Seek and listen to others to learn and grow
 - Invite conversation and feedback and always improve

KIA MĀIA Be brave means our outcomes are better when we bring courage and self-belief to our passion and purpose. As Waka Kotahi we:

- Speak up when it matters
- Challenge to achieve the right outcome
- Make and own the tough decisions
- Find different perspectives to challenge thinking
- Face up to the difficult issues

MAHIA Nail it means we create enduring legacy, delivering our best work every day. As Waka Kotahi we:

- Are clear on what's important
- Deliver on the right outcomes
- Hold ourselves to account
- Help others succeed
- Celebrate success

As a member of the state sector we also hold ourselves to the highest standards of integrity and conduct.

SPIRIT OF SERVICE

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āianeī, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

More information on all the behaviours and standards are included in the Waka Kotahi Te Tikanga Whanonga – Our Code of Conduct.

Leadership expectations

Foundational expectations of People Leaders

As a People Leader at Waka Kotahi you will:

KEEP EVERYONE SAFE Keep safety and wellbeing front of mind for your people.

COMMUNICATE Have regular meetings with your team and other key stakeholders to maintain consistent updates and a two-way dialogue.

COACH Have quality 1:1's with your team on a regular basis to build rapport, prioritise workload, support through change, and make sure your people are clear on what's

expected of them. You will prioritise PDP's and regular performance conversations to develop your people, address performance concerns proactively.

DEVELOP AND RECOGNISE Have regular development conversations with your team to support their growth, link development goals to business needs, and recognise them when they do a great job.

SEEK AND ACT ON FEEDBACK Regularly ask for and learn from feedback to improve our work environment and develop yourself.

BUILD A SUPPORTIVE TEAM ENVIRONMENT Foster an environment that is inclusive and supportive for your team. You will encourage your team to raise important issues or concerns and invite them to engage conflict in a constructive way.

PREVENT BULLYING and HARASSMENT Know how to identify bullying and harassment in the workplace and not tolerate any bullying and harassment within your team.

ENABLE SUCCESS Ensure that your people have what they need to do their best work and manage key events during their time here well.

In addition to these foundational expectations, it is important that as a leader you are embodying and encouraging the Waka Kotahi values and behaviours.

The value you will bring

As well as your leadership attributes, you will need to bring your 'know how':

Knowledge and experience:

- Demonstrated people management experience in leading high performing teams
- Demonstrated experience in growing and developing team members
- Demonstrated expertise in transport planning disciplines
- Proven ability to build and maintain highly collaborative internal relationships.
- The ability to work strategically within a national context
- The ability to effectively bring together multiple perspectives
- Strong written and oral communication skills
- Strong influencing skills.
- Demonstrated high levels of integrity, honesty and trustworthiness.
- Excellent communication skills, both written and verbal

Qualifications:

- Tertiary qualifications in relevant discipline
- Professional project/management qualifications.

You will demonstrate knowledge of, or a willingness to gain an understanding of Te Ao Māori and promote tikanga and Te Reo Māori. You will also have knowledge of, or a willingness to gain an appreciation of te Tiriti o Waitangi (the Treaty of Waitangi) as it applies in the public sector.

To learn more about what we do visit www.nzta.govt.nz