

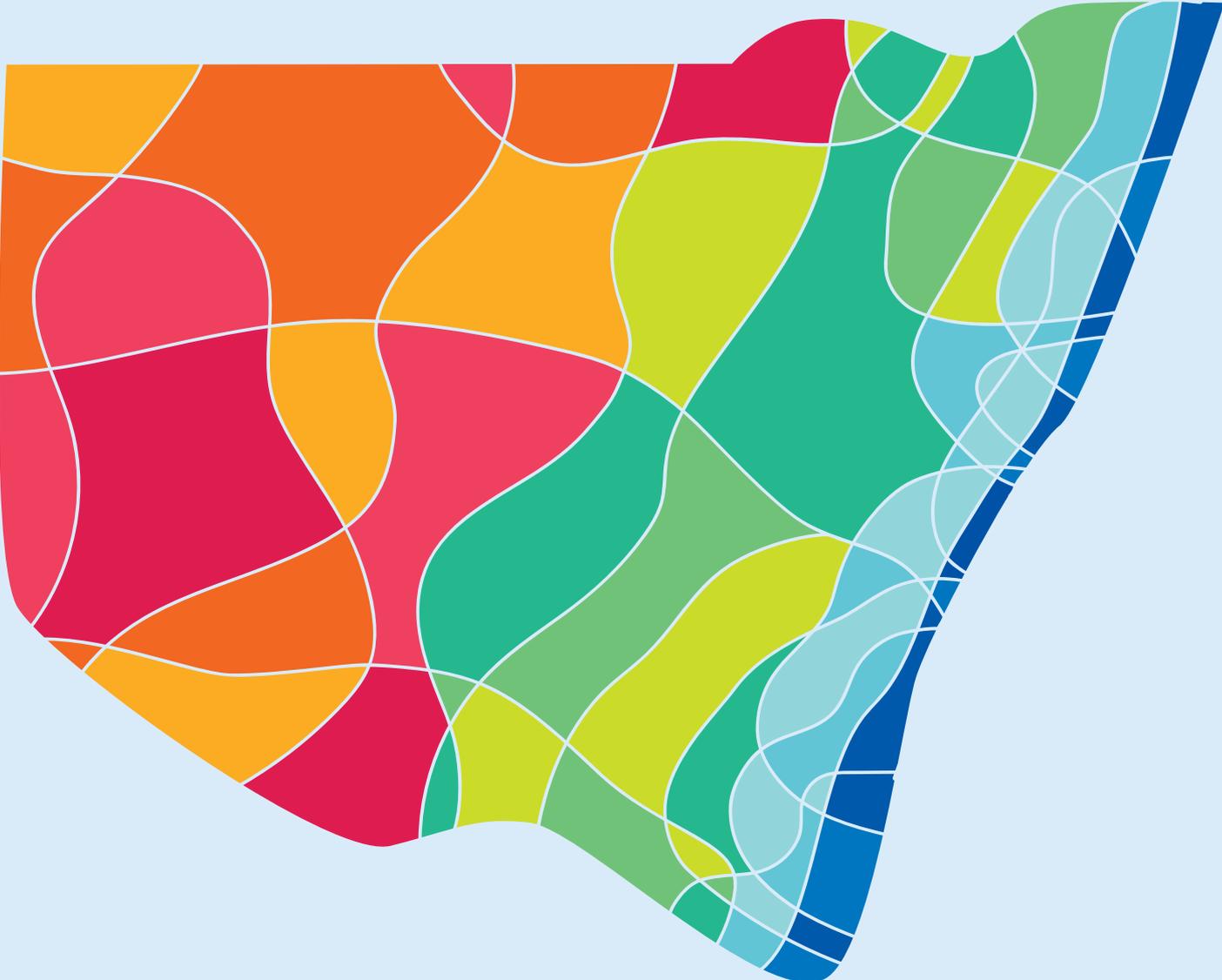
Road Designer Transport for NSW

Information pack



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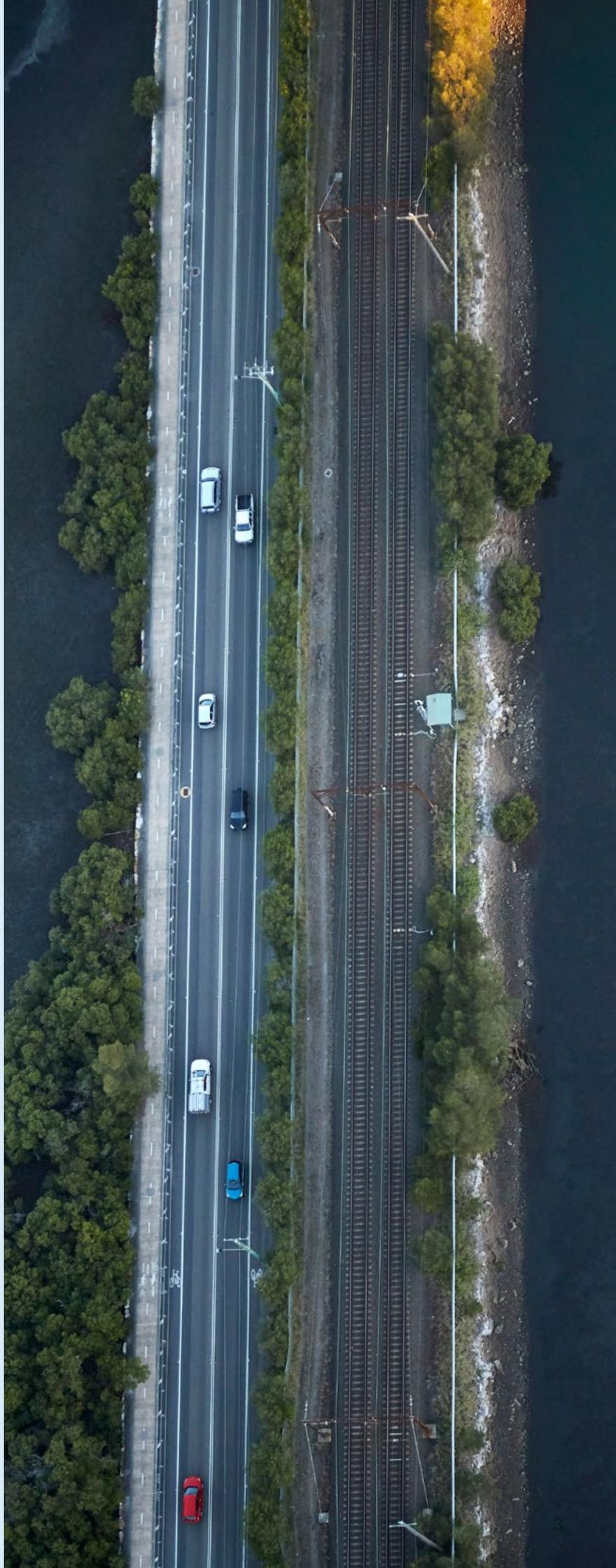
Carefully read all the information in this pack.



Think about whether the role is right for you and your lifestyle.



You will be tested on how well you understand and retain the information in this pack throughout the application process, so study it carefully.



All about the role of a Road Designer

Be a part of projects all over NSW that help deliver a safe, reliable, efficient and connected network for our customers and communities.

Being a Road Designer with Transport gives you a taste of each and every part of the design and delivery process.

As a Road Designer, you'll ensure our road infrastructure projects are delivered to the highest standards when it comes to safety.

This role will see you producing road designs, resolving design issues, and reviewing road design documentation.

You'll also partner with other technical disciplines across Transport, as well as other external project and delivery teams.

Your day to day role may focus on a particular region, or a specialty area such as traffic signal design reviews or road policy, CADD or workforce development.





Some of your role responsibilities will include:

- Preparing road designs for road infrastructure projects, ensuring designs are in line with all relevant guidelines and procedures.
- Working closely with other design service providers, project teams and other technical roles to create and assess briefs for concept and detailed designs.
- Reviewing and auditing designs to ensure the consistent application of standards and technical excellence and provide advice for improved road design solutions.
- Assisting with the preparation and management of road design contracts in partnership with external design service providers.

- Contributing to a culture of innovation and creativity in road design by maintaining a working knowledge of new technologies and practices, and giving feedback.
- Furthering improved design outcomes by developing and maintaining collaborative relationships with partners from across Transport and the wider industry.

“I consider my team the backbone of the engineering discipline. In most cases, other disciplines ‘bolt-on’ to the designs we propose, which consider road user safety, scope, cost, network strategy, community expectations, and road maintenance. I believe we are heavily depended on.”

— Jaime, Road Designer

Like any job, there's a lot more to being a Road Designer than meets the eye.

We're a friendly and caring bunch, however being a Road Designer also has its unique challenges.

For example:



We sometimes juggle a large volume and variety of work, priorities, interests and deadlines in tight timeframes.

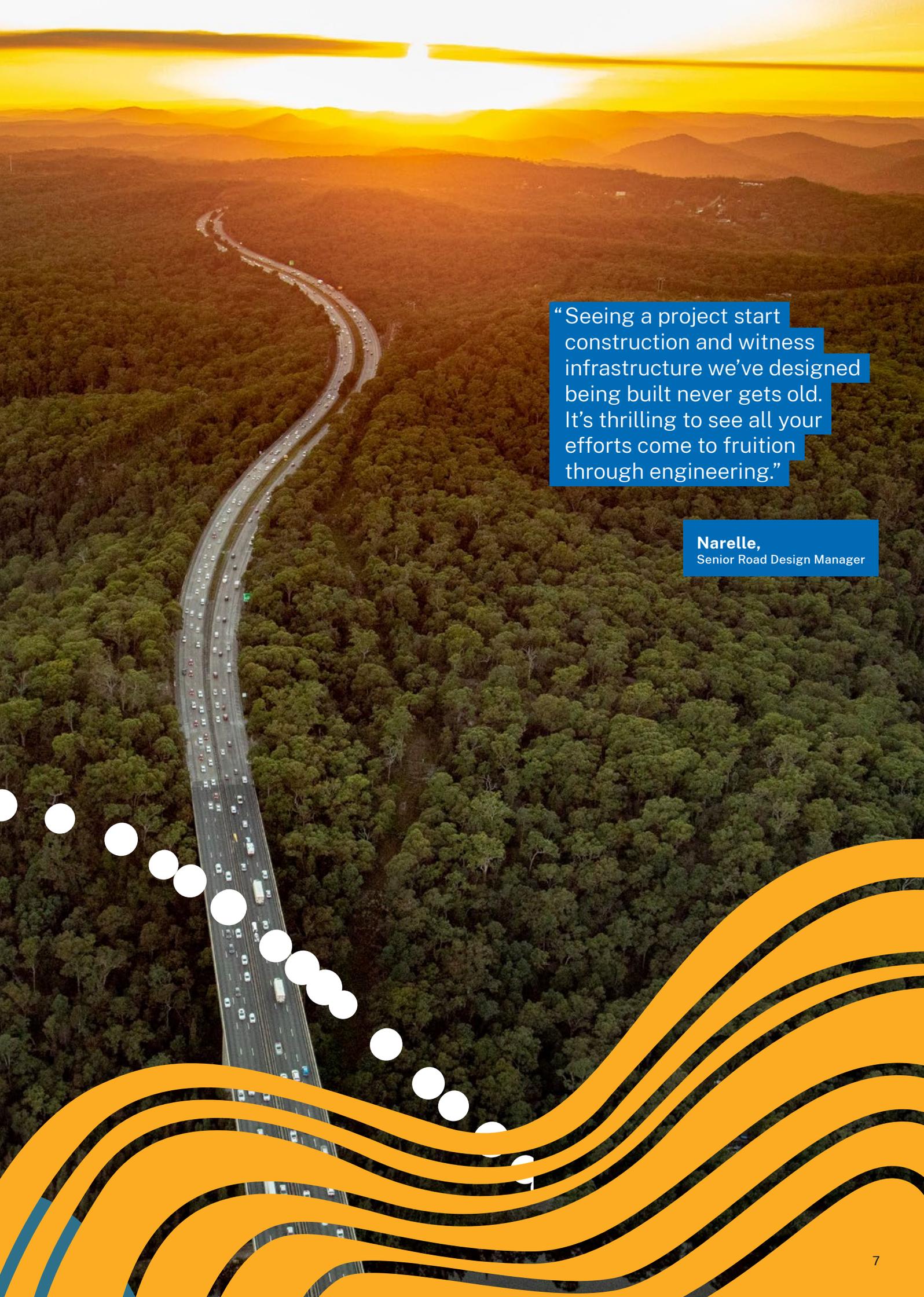


We aim to increase engagement with industry partners, working closely with external teams from project conception to delivery to ensure solutions are cost-effective and in line with Transport's requirements.



We keep abreast of current and emerging best practices, changes in legislation and technology to ensure we're across the relevant policy and standards.





“Seeing a project start construction and witness infrastructure we’ve designed being built never gets old. It’s thrilling to see all your efforts come to fruition through engineering.”

Narelle,
Senior Road Design Manager

Working as a Road Designer

We asked a few people from our team about life as a Road Designer.

What do you think your team's contribution is within Transport and communities more broadly?

My team provides solutions during the design and construction phases that are safe, practical, cost effective and result in better outcomes for the taxpayer.

— Frank, Lead Road Designer

Share a highlight from your time with the team.

A highlight was having the opportunity to deliver a full detail design for a multi-million dollar roundabout on the Princes Highway at Island Point Road. It is a major achievement for me, considering I was able to deliver while still in the early years of my Road Design Traineeship.

— Jamie, Road Designer

Being part of the Pacific Highway Upgrade from start to finish.

— David, Lead Road Design Manager

What kinds of technical skills or experience do people need to work in this area?

Problem solving skills, good communication skills, adaptability to change and a high attention to detail.

— Adele, Lead Road Designer

For the more experienced Road Designers, a bit of an understanding of Austroads, Australian Standards and the ability to use various CADD and Microsoft programs would go a long way.

— Frank, Lead Road Designer



What is something — maybe a project milestone or event that you're most looking forward to?

I always look forward to receiving customer feedback when a project wraps up. It captures my performance over the course of a project, and shows the perspectives of different clients who may value different aspects (communication, cost, time, value for money) of a service provider.

— Jamie, Road Designer

There is currently an investigation into upgrading Picton Road. My role as a subject matter expert is to review the project design. I'm looking forward to helping to provide communities with improved transport connections between the Illawarra-Shoalhaven region and the Western Sydney Parklands and Aerotropolis.

— Adele, Lead Road Designer



What is your favourite aspect of your job?

Being involved in all of the projects being developed in our area, whether it's designing, reviewing, or giving advice — designers are involved in all phases. There is satisfaction in driving the road network, knowing you've played a major role in its creation, and that what you do impacts hundreds of thousands — maybe even millions of drivers.

— David, Lead Road Design Manager

The people I work with are amazing. I love working with them to solve problems, share their triumphs and support them through learnings. Seeing my team develop into capable, reliable, confident people is by far the most rewarding part of my job.

— Narelle, Senior Road Design Manager

About Infrastructure and Place



We're making NSW a better place to live, work and visit.



We're delivering the biggest transport infrastructure program NSW has ever seen.



Our projects create tens of thousands of jobs throughout metropolitan and regional NSW.



We're building local skills and capabilities, and creating employment pathways for a wide range of professions.

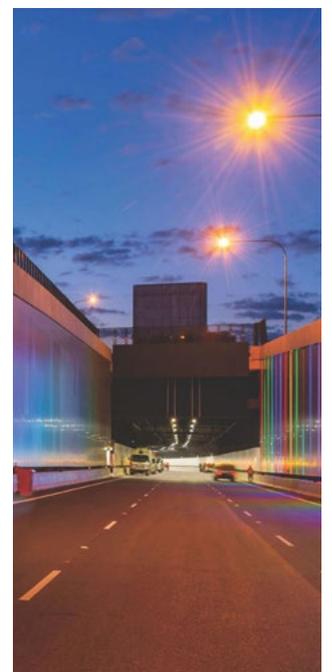
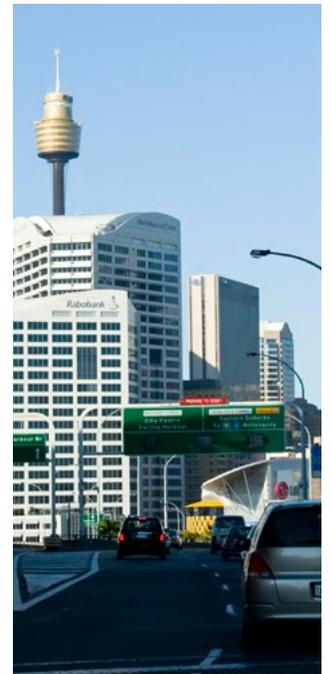


We're made up of around 3,500 people, with 43% of us in Engineering and Trades.

Our Infrastructure and Place division partners with customer divisions to develop and deliver transport infrastructure that our customers and communities need.

Right now, we're in the process of delivering an ambitious \$72.2 billion program of public infrastructure works that will ease traffic congestion, improve safety and create new places for our communities, now and into the future.

Sustainability is a big focus – minimising our impact on the environment, being financially efficient, and delivering projects that stand the test of time.







About Transport for NSW

You might already know a bit about Transport for NSW. You've probably used our services before.

What you might not know is that we're a state government organisation made up of more than 28,000 people. Or that we're in the middle of delivering the largest transport infrastructure program in Australia's history. That means job opportunities in metropolitan and regional areas right across NSW – and your chance to help create a lasting impact that will benefit generations to come.



We keep NSW moving by providing safe, integrated and efficient transport systems. We put our customers at the centre of everything we do – and we do a lot! We work across planning, policy and procurement, harnessing data and technology to develop smarter and more adaptive transport solutions.

We connect people, communities and industry and manage how they use our road, rail and maritime networks and services, and even active modes like walking and cycling. The work we do connects the journeys you take every day.

There's a lot of great things about working with Transport, with opportunities for career development, flexible working arrangements and leave entitlements. Take a look through our [Employee Benefits guide](#).

Why join Transport?

Meaningful work that makes a difference

We offer our people interesting, challenging and rewarding work, with opportunities to make a real difference to communities across the state.

Flexible hours and leave

We want our people to feel empowered to work in ways that work for them and their teams. We know work-life balance looks different to everyone so we've developed workplace flexibility policies. That might mean working remotely some days. Or having the option to start and finish a bit earlier or later, or allocating extra hours you've worked to a day off from time to time. We offer paid annual leave, sick leave, family leave, and community service leave for things like volunteering.

Health and wellbeing

We are committed to providing a healthy workplace for our people, both mentally and physically. This includes a range of initiatives to promote wellness across our organisation as part of our Mental Health and Wellbeing Strategy.

- Fitness Passport provides discounted access to more than 400 gyms, pools and recreational centres across NSW for employees and their families.
- We host regular health and wellbeing workshops.
- The Employee Assistance Program provides free support and counselling for employees and their families.
- We offer free annual influenza vaccinations.





“I get to choose when, where and how I want to work. This leads to greater focus, more productivity, a better frame of mind when doing my work and enhanced work life balance.”

Frank,
Lead Road Designer

We're diverse because you're diverse

Transport for NSW is deeply committed to creating an inclusive and diverse workplace where our people can be their whole selves at work. We champion people of all backgrounds, abilities, sexual orientations, gender identities, ages, family statuses and lived experiences.

We've developed a range of initiatives that support and develop great people from diverse backgrounds, and encourage a culture built on respect.

Some of these include:

- Closely monitoring and reporting on gender pay equity.
- Gender-balanced interview panels in the recruitment process.
- Measuring the success of how we support the employment of Aboriginal people, people living with disability, and women in under-represented roles.
- Accelerating progress for gender equality through the Male Champions of Change Program and our employee reference group, the WiSE Network (Women in STEM and Construction Network).
- Striving for 50:50 gender representation in entry level jobs.
- Reducing barriers for employment through our Jobs for People with Disability Action Plan.
- Delivering our Reconciliation Action Plan to bring about better employment, economic and social outcomes for Aboriginal people.



A place to progress your career

We're passionate about supporting our people to pursue their career goals and deliver great work. We offer a range of learning and development opportunities designed to grow your skills, get experience in different areas and plan for the future.



It's your career. Own it.

Taking ownership of your career starts right here. Our career hub, *Drive your career*, is full of advice, tools and strategies. These resources will help you get a clear picture of where you're at, what to work on and how to plan for your future career.

Five Ways of Leading

Leadership isn't about a position, title or role — everyone is considered a leader at Transport. The [Five Ways of Leading](#) website covers the five key behaviours of strong leaders and promotes practical ways of applying these in our everyday interactions with each other. A range of podcasts, tool kits, videos, guides and activities are available to all Transport employees.

Online and classroom-based learning

Stay curious and keep learning, with access to a variety of online and classroom-based courses to build your skills in a range of areas. We also offer a huge range of internally-run courses and workshops, access to LinkedIn Learning, subsidised programs, conferences and seminars to further your development and professional networks.



Study assistance

Keep learning while you work. Study assistance is available for employees enrolled in part-time study. You may be eligible for financial contributions to help cover tuition and course-related expenses, as well as study leave for exams and study commitments.

Acting opportunities

Acting opportunities are a great way to get experience in a more senior role for a period of time. These opportunities help you build your skills and experience in areas outside of your main role.

“One of the experienced designers retired and my manager chose me to fill his role. I felt I wasn’t experienced enough, but my manager believed in me and supported my transition into the new role.”

— Narelle,
Senior Road Design Manager

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