

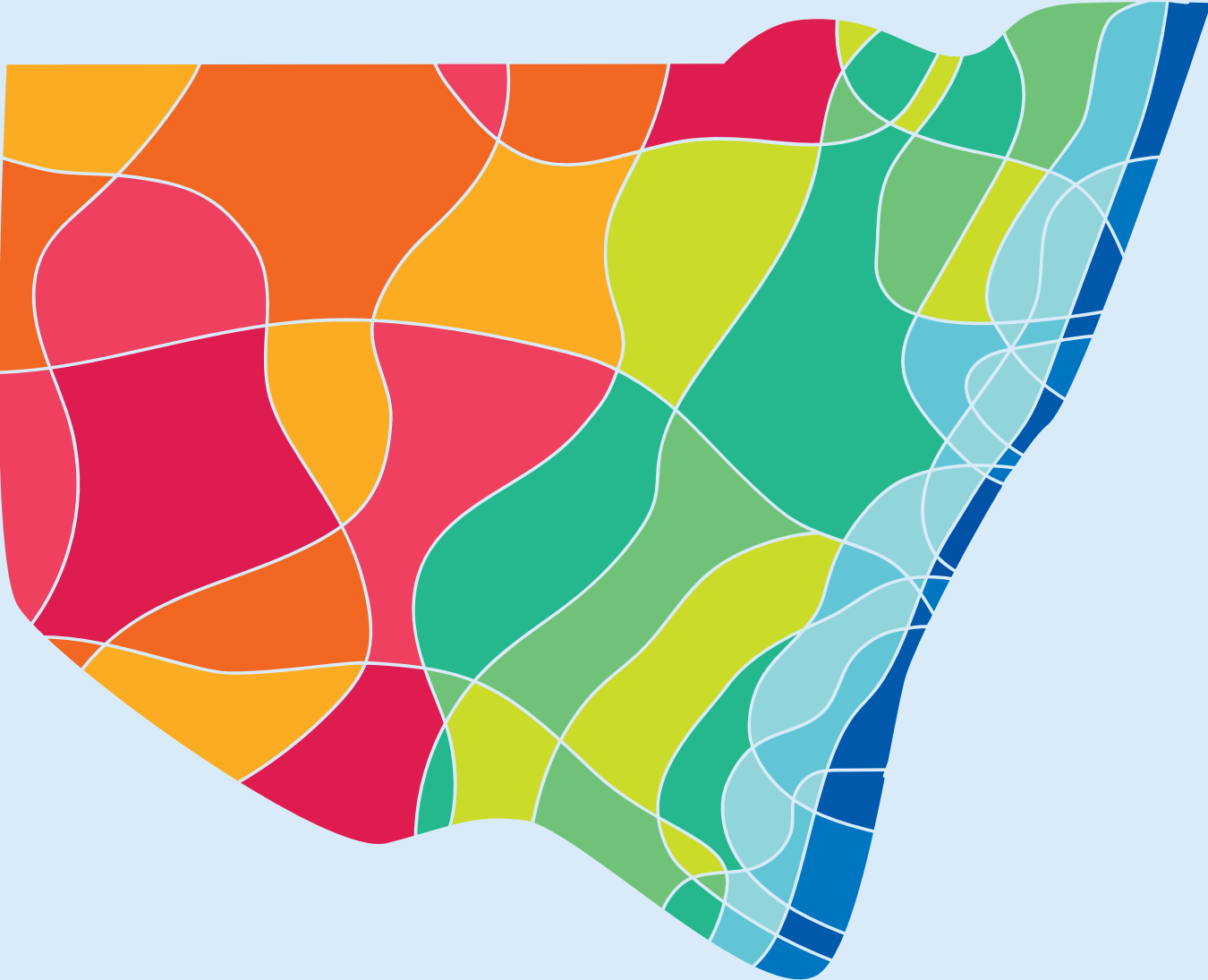
# Working with Transport for NSW

[jobs.transport.nsw.gov.au](https://jobs.transport.nsw.gov.au)



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# Why a career with Transport is more than just a job

Working with Transport for NSW could see you upgrading our road network between Sydney and Bomaderry to provide shorter, safer journeys for drivers.

You could find yourself engaging with communities as part of the Circular Quay Renewal project to design a sustainable future for our cities.

You might be crunching big data to inform future network upgrades.

Or building game-changing infrastructure like the Parramatta Light Rail, Sydney Metro and Regional rail projects to connect our cities like never before.

You could be developing a road safety to increase public awareness and help commuters get where they're going safely.

Or you might be working with human resources to bring together people of different backgrounds and skill sets, to grow our vibrant and diverse workforce.

Perhaps you'll be creating development and learning programs to help our workforce grow their careers in all kinds of directions.

Or researching and testing emerging technology to bring driverless transport to more locations in NSW.

The opportunities are limitless.





# About Transport for NSW

From our customers to our teams, people are at the heart of everything we do at Transport for NSW.

We connect people, communities and industry across the state and manage how they use our road, rail and maritime networks and services, as well as active modes like walking and cycling. We're proud to say our work connects the journeys you take every day.

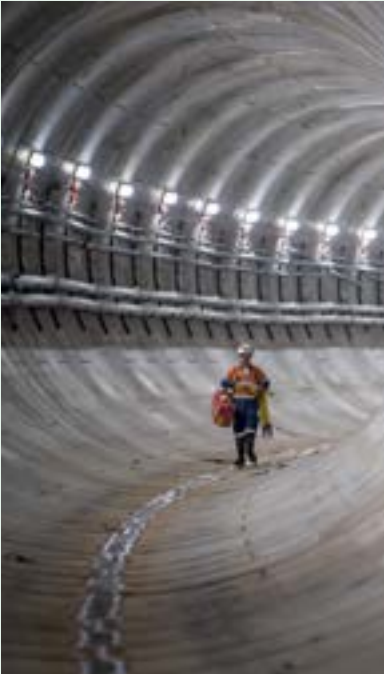
We're made up of more than 28,000 people working across Transport's organisational divisions and multimodal agencies. Not only are we delivering infrastructure on a massive scale, but we are committed to safety, innovation, technology and meeting the needs of our customers across all modes of transport.

We always want to ensure we reflect the communities we serve, which means a commitment to inclusion and diversity and job opportunities in metropolitan and regional areas across NSW. Joining us means you have the chance to be part of creating a legacy that will benefit generations to come.

Find out more about [Transport for NSW](#)



↖ Watch the video



# Our values

Our aim is to make NSW a better place to live, work and visit. We deliver safe and reliable end-to-end journeys and create great places for the people of NSW.

We do this by:

- Putting customers at the centre of everything we do to design and deliver safe, sustainable and reliable transport and freight networks.
- Focusing on smart technology and innovation to deliver better services and create great neighbourhoods and vibrant precincts for the people of NSW.
- Working closely with our stakeholders to bring projects to life, respond in times of crisis, and support a strong NSW economy.
- Our Future Transport Strategy outlines how we will continue improving every part of our transport system to benefit of our customers, communities and the economy.
- We want to ensure our customers experience a safe, efficient and accessible transport and freight network.
- We're optimising our transport system to meet the changing needs and demands of customers and our growing state.
- Creating transport links and vibrant places that connect and support the people and communities of NSW for generations to come.
- Strengthening the long-term connectivity, resilience and sustainability of our network for the people and businesses of NSW.
- Ensuring every journey across the NSW transport system is people and planet positive.
- Improving employment, economic and social outcomes for Aboriginal peoples and communities.
- Fostering an environment that allows our people to deliver great work and make a real difference across NSW.
- Our people understand that [road safety](#) is up to all of us. We all have a part to play and advocate for road safety within our own communities. Our goal is zero lives lost on NSW roads.



# Office and site locations







# Why join Transport?

We asked our people what they like best about working at Transport.

People in all sorts of jobs and areas across Transport's divisions and agencies voted these as their top four reasons for working here.



## Connecting to more than just transport

Our people feel connected to Transport's purpose and get a lot of satisfaction from seeing the impact their work makes to our communities.

We're not just moving our customers, we're enhancing their lives – transforming cities, places and regions, and building vibrant, connected communities.

From big infrastructure projects, to bike paths to customer apps and all the services and technology that support their successful and safe delivery, every person in NSW is impacted by what Transport does.

Our teams love this state. They are passionate and proud to play a part in making NSW a better place to work, live and travel today. And with advancements in data and technology comes an even more exciting future of transformation and innovation.





## Connecting your career

Working here is more than a job, it's a career. Our people value the variety of career and development opportunities available to them at Transport.

The size and scale of our organisation means you'll get access to so many career-enhancing experiences.

With the world of work changing at a rapid pace, our people are encouraged to keep challenging themselves to step outside their lane and explore new pathways they may not have considered before.

Whether you seek out a secondment, step up into a senior acting role, are curious about cross-organisational mobility, or want to move sideways or upwards, you'll get to see more and do more at Transport.



## Connecting flexibility to your work

Enjoy a work culture that values work-life balance and wellbeing. We offer many benefits, like flexible and hybrid, and remote work options for some role types, and a number of leave types.

Our people value the trust, autonomy and support Transport offers in enabling them to find a way to balance professional productivity and personal priorities.

Transport's values, culture and leading-edge technology underpin our work-life balance options and benefits. Benefits that bring about the kinds of solutions and initiatives that make Transport attractive and accessible to people from all life stages, genders, abilities, cultures, backgrounds, perspectives, and regional and metro areas.



## Connecting our people

Our talented and diverse teams take enormous pride in their work.

Our people are up for solving all sorts of interesting challenges in their work. United by Transport's purpose, our teams respect each other, work creatively together, and have plenty of fun along the way.

Our organisation is all about putting people at the heart and bringing together people with a broad range of life experiences and opinions.



# Our benefits

Fostering a diverse, inclusive and flexible work environment for our people helps us deliver the best services for our customers and communities all over NSW.

Our [Employee Benefits Guide](#) will help you understand the benefits you may be able to access to help you balance work and the things that matter to you.



## Flexible work and leave options

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 flexible work options that are, well...flexible. 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.

There's no one-size-fits-all approach when it comes to flexible working. That's why your flexible working options will depend on things like your role type, location and personal circumstances, and may require a structured agreement with your leader in some instances.

If you're curious about what kinds of flexible work options are available for a particular role, speak with your talent team member.



Options may include:

- Job sharing
- Part-time arrangements
- Working from different office locations, including remotely
- Variable start and finish times and shift swaps
- Flexible working arrangements
- A range of leave types
- Accrued flex leave, purchased leave and career breaks
- Up to 14 weeks of paid parental leave, with a potential for 2 weeks bonus paid parental leave as part of up to 104 weeks of unpaid leave
- Transition to retirement support.

## 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
- Free support and counselling for employees and their families through Transport's Employee Assistance Program
- Free annual influenza vaccinations
- Regular health and wellbeing workshops.





# Our hybrid way of working

At Transport we work in a hybrid way, mixing in-person time to connect and collaborate as a team with working virtually.

We're focused on delivering great work outcomes. Hybrid work is all about encouraging our people and teams to decide how they work based on what needs to be achieved.

Hybrid work looks different for everyone, depending on your role, the work you deliver and your team's priorities.

Teams can be creative with how they make hybrid work. From starting later in the day, or scheduling walking meetings – it's about finding what works for you and your team.

Some technical and delivery roles can require more hands-on, in-person interaction than others. Discussing hybrid work options with a manager or talent team member is the best way to work out what this looks like within the context of the role and team.

“Working close to home means more time for living, less spent commuting. It allows me to be more involved with my children and attend things like school assembly during lunch breaks.”

**Dane Hendry, Director, Project Controls - South Parkes, NSW**



## Hybrid+ for regional employees

Hybrid+ takes flexibility even further by enabling certain role types to work from regional locations across NSW, while visiting their team hub office location from time to time.

This is part of our ongoing efforts to build a sustainable workforce across NSW and provide meaningful work and career opportunities for people based in regional locations.

Read more about Hybrid+ arrangements via [Flexible work options, Hybrid+ and regional jobs](#).

## Best hybrid work strategy in Australia

Transport is leading the way with hybrid working across Australia, with recognition from:

FlexReady highest-level Certification from FlexCareers: We're one of three organisations to receive the highest recognition in August 2022.

'Best remote work strategy' at the Australian HR Awards: Recognised for our well-researched and tested hybrid way of working, which encourages teams to have conversations about how they work.



“Engineers working in regional NSW have more autonomy to run their projects and manage more aspects like finance, safety, environmental, quality and team/people management instead of being siloed in one specific area.”

**Senior Project Engineer  
Broken Hill, NSW**

# A place to progress your career

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We're passionate about supporting our people to identify and pursue their career goals, develop as part of their teams and deliver great work.

We offer a range of learning and development opportunities designed to enhance skills, gain experience in different areas and plan for a bright future with Transport.

## **Transfers, temporary transfers, secondments and acting opportunities**

Whether you're looking to build on your skills or try something completely new, there are lots of ways to get experience across the huge variety of teams and projects at Transport or even another government agency.

Temporary transfers and secondments are temporary placement arrangements where you have the option to return to your substantive role.

Acting opportunities are a chance to step into a more senior role for a period of time and stretch your skills and experience.

Role changes also help Transport and the NSW Public Service meet short and long-term organisational goals by matching existing employee skills with available opportunities.







## 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.

## Online and classroom-based learning

We always want our people to stay curious and keep learning. We provide access to a variety of online and classroom-based courses to help build 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 each person's development and enhance their professional networks.

## It's your career. Own it.

Taking ownership of your career starts right here. Transport's career hub, 'Drive your career', is full of great advice, tools and strategies to help you identify where you want to go and how you're going to get there. These resources will help you get a clear picture of where you're at, what you might need to work on and how to plan for your future career.

## Five Ways of Leading

At Transport we believe leadership isn't about a position, title or role but that everyone is a leader in their own way.

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. We offer a range of podcasts, tool kits, videos, guides and activities to all Transport employees to support them to become the best leaders they can be.

# Working in regional NSW



## Make an impact far and wide, or in your own backyard

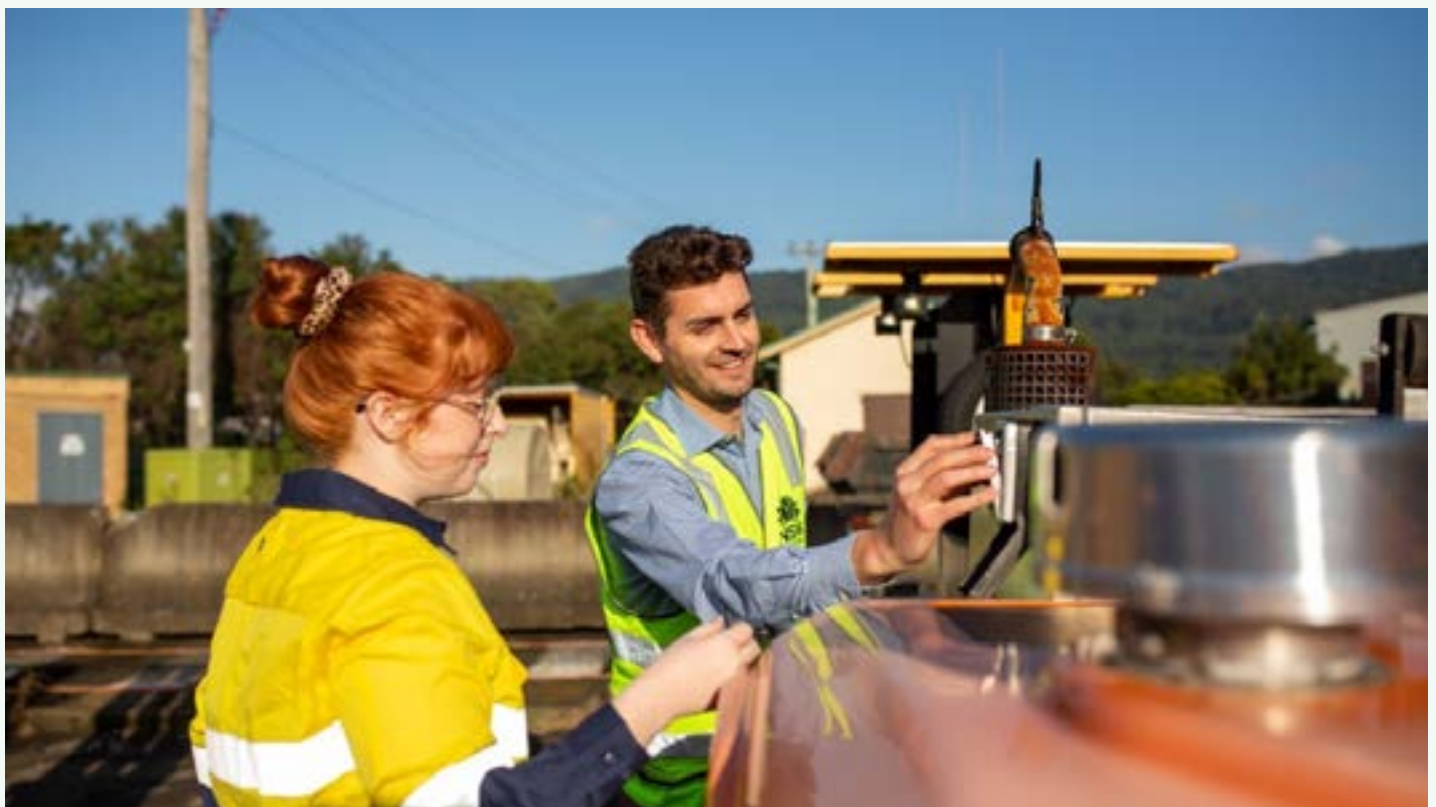
Our regional teams enjoy working closely with communities all over NSW to deliver projects that make a big difference to locals' lives.

Working in one of Transport's regional teams is the chance to combine a tree-change with new career challenges that enhance your own neighbourhood.

With a variety of role types and locations all across NSW and our flexible and hybrid work options, you can make an impact no matter where you're located.

"I've worked on projects all over the state as the regional area boundaries I work within are huge. Working in the South region can mean working in Wollongong CBD, or along the Alpine Way in the Snowy region, or down the coast in Bega, all the way to the Victorian border."

**Survey Manager, South region  
Wollongong, NSW**



“I moved because I wanted to put myself out of my comfort zone and to explore more of regional NSW, South Australia and Victoria and thought Broken Hill offered that opportunity.”

**Matthew Perez, District Works Manager Broken Hill, NSW**

## Our customers

- Passengers – rail, coach and bus
- Commuters – drivers, motorcyclists, pedestrians, cyclists, school students
- Freight operators and partners
- Tourists and interstate travellers.

## Our stakeholders

- Regional and rural communities, community groups and organisations
- Traditional Custodians of Country
- Australian and NSW Governments, and departments
- Councils and Local Government
- Industry–contractors, freight, tourism
- Cross border network owners and operators
- Operators of regional light rail, ferry, bus and community transport services.



## Make a local impact

Make a positive influence in your own community while being part of a large, stable organisation.



## Regional or city-based influence

Work on regional and remote projects from a range of locations depending on your role.



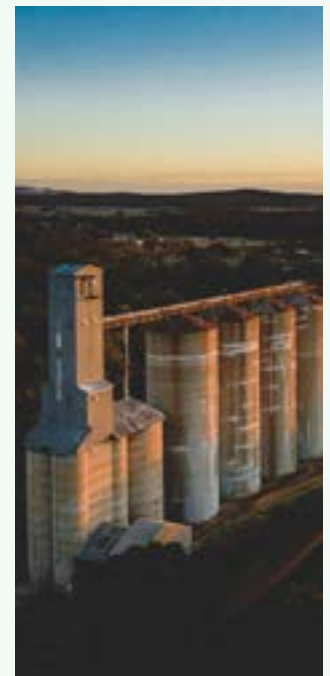
## Great career opportunities

Get hands-on involvement with projects, leaders, communities and greater work diversity.



## Enjoy the lifestyle benefits of a tree change

Continue your career and enjoy the lifestyle perks that come with living in NSW's stunning regions.





# Hear from our regional teams

We asked a few people from across Transport about what it's like living and working regionally with Transport.



**Ben Murray**

**Acting Laboratory Manager**

 **Wagga Wagga**

**How would you describe your current role at Transport?**

When I was a kid I made mud pies like every kid did. Now I get paid to do it. One of the best things about this job is there aren't too many 'typical' days. We might do the same tests often but the locations and materials we test constantly change. The mix of office, lab and field-based work means we don't get bored easily.

The impact of the work we do in the labs will often go unseen — many people don't know the role even exists, but the impact we can have on a project's success or failure can be significant. It can be anything from providing general testing and conformance services, to using our experience and knowledge to pick up issues with construction methodologies for certain material types and properties.

The biggest and most recent example of this would be working alongside the crews from the New England region that came down to assist in the flood recovery works in the Lismore region... I've probably never been involved in a more important or rewarding project.

Seeing people from Transport come from all over the region to put in big days and time away from family and friends in the midst of a massive natural disaster like that was pretty awe-inspiring and humbling.

**Do you think that relocating for work has allowed you to develop any new skills or gain experience that you may not have had the opportunity to do otherwise?**

Working from a regional location has enabled me to stretch my skills and experience. Regional areas generally have fewer people to share the skills, so it often means everyone gets trained in everything rather than specialising in just one area.

# Anna Cook

## Project Director Completions

### 📍 Shellharbour

#### **What are some of your favourite things about living and working where you do?**

I live in Shellharbour which is 30 minutes south of Wollongong where my office is. I love Shellharbour because there are so many nice beaches and the escarpment and rainforests are all nearby.

I'm lucky to have also worked and lived in Broken Hill and Grafton. I loved Broken Hill because of its big skies that are packed with stars at night, watching the sunrises and sunsets, and having so much of the outback to explore. I loved Grafton because of the bush, the river and the community there.

#### **Have you relocated since joining Transport? What prompted you, and how did you choose the location?**

My moves have always been based on job opportunities and projects that I wanted to be a part of. Broken Hill was the furthest I moved. It was a great opportunity for me to manage a large workforce over a large area and have responsibility for a huge part of the regional road network. I'm always looking for a challenge and if it involves moving to a new place, that just makes it even more exciting.

#### **How has your relocation impacted your career progression so far?**

Being able to move around to take up opportunities or work on particular jobs has given me experience that many people will never get.



Not only do I have a network of people I know and have worked with right around the state, but it has also led to other opportunities because people know I am adaptive and capable. It has definitely benefited my career.

#### **How have you adapted to the local community? What are some of the differences you've noticed compared to your previous location?**

Everywhere I've lived I adapted to the local community. In Grafton, I was involved with the local dog obedience club and took my kelpie there every weekend. In Broken Hill, my daughter was just starting primary school and I got to know many people from her school and through her ballet, gymnastics and basketball. In Shellharbour I'm involved in the local community garden and the local bonsai club.


#### **Has your work-life balance improved since relocating, and do you think this has had an impact on your overall job satisfaction?**

Working in regional areas is definitely more satisfying than I found working in Sydney to be, not only because you can more easily see and feel the impact our projects have on the community, but also because life is just easier. There is no huge or stressful commute to work to worry about, the schools are smaller, the community is tighter, and everyone just seems more relaxed.





## Senior Project Engineer

 Broken Hill

### **How would you describe your current role at Transport?**

As an Engineer, I work with a team of machine operators like truck drivers, graders and loaders to plan, build and fix roads. We do this so people can drive and ride on our roads safely and can get to places like the shops, school, hospital and holidays.

### **Whereabouts do you live and work?**

Broken Hill. Some of my favourite things are seeing the animals out in the wild including lots of kangaroos, emus, echidnas and snakes.

Living and working in Far West NSW is an adventure where the majority of the roads are dirt with many stunning natural and historical locations such as the Menindee Lakes, Mutawintji National Park, Sturt National Park, the Townships of Silverton, Milparinka and Tibooburra.

### **How has your relocation impacted your career progression so far?**


Working in Regional NSW, I have had the opportunity to work on and overall manage high profile and complex projects which an engineer elsewhere might have to wait many years to work on. This opportunity shows the organisation your potential for career development and advancement.





**Mason Dawson**

**Road Designer in Training**

 **Grafton**

**How would you describe your current role at Transport?**

I spend my day in the office with my coworkers to draw up designs for roads and a number of other areas related to roads. I then submit my designs and get to see them built. The impact of my job is seeing how our roads change over time to become safer for everyone that uses them.

**What are some of your favourite things about living and working where you do?**

I live in Grafton, a town along the Clarence River where we get beautiful jacarandas each year.

Living here I work at the Grafton office, which is right along the main street and only a ten minute walk from my house.

**What made you want to work at Transport?**

The opportunities seem endless, with the Civil Engineering Degree tied to my work training, I have the ability to work full time and attend university with a healthy work-life balance. I can also apply for a number of positions that may interest me in the future.



**Troy Dean**

**Director Survey Services**

 **Newcastle**

**How would you describe your current role at Transport?**

My job involves using fancy toys like Drones to plot the earth's surface three-dimensionally to help build new roads, bridges and buildings. Working in the field and using CADD-spec laptops to produce 3D models is an average day for a Surveyor. The work benefits anyone who drives on our roads.

**Whereabouts do you live and work?**

I live in Newcastle and work in a hybrid fashion; I work from home, Newcastle head office and Sydney.

The benefit of working in a regional office is that due to the smaller size of the teams you get to know everyone which enables easier collaboration on projects.

The best bits about living and working in Newcastle are having family and friends close by plus the amazing coastline.

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