

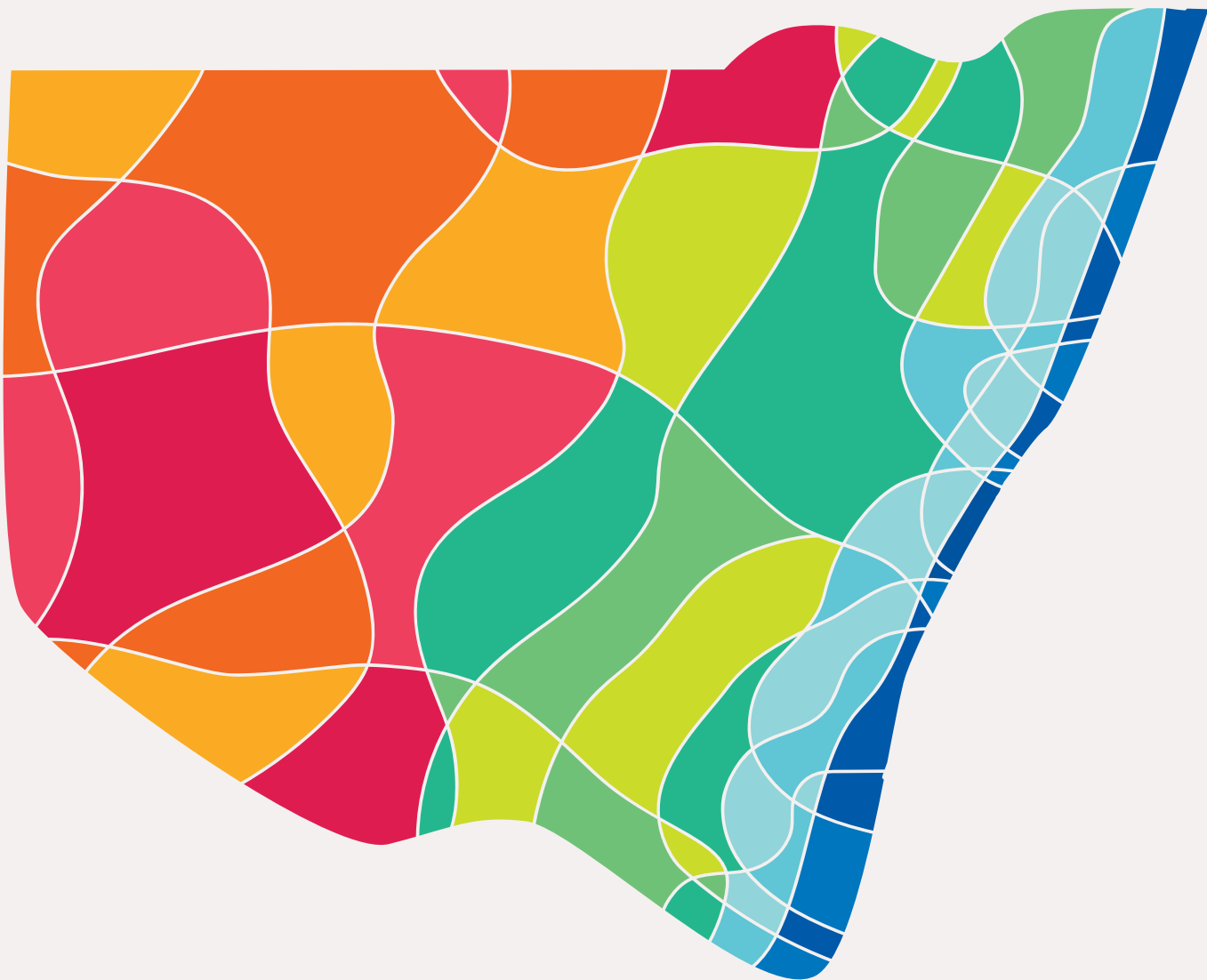
Working with Sydney Metro

jobs.transport.nsw.gov.au



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Why a career with us is more than just a job

Working with Transport for NSW and its agencies 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 road safety initiatives 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 Sydney Metro

“Working at Sydney Metro means leading the digital transformation of infrastructure delivery — it’s exciting to be at the forefront of innovation on a city-shaping project.”

Jack Wang, Senior Manager Digital Engineering, Technical Services

Sydney Metro is Australia’s biggest public transport project.

We are building, operating and maintaining a network of four metro lines, 46 stations and 113 kilometres of new metro rail.

Sydney Metro is revolutionising how Australia’s biggest city travels, connecting Sydney’s North West, West, Southwest and Greater West to fast, reliable turn-up-and-go metro services.

Current metro services run between Sydney’s booming North West region under Sydney Harbour, through new underground stations in the CBD to Sydenham Station.

Sydney Metro is Australia’s most technologically advanced railway and the only fully accessible, driverless train service, with the capacity to connect approximately 40,000 people per hour -almost double what Sydney’s current suburban lines carry each hour.

Sydney Metro’s new integrated station developments create vibrant precincts, offer improved connectivity and amenities, and are fully accessible.

Explore Sydney Metro [Projects and progress](#)



↖ Watch the video

Who we are

Sydney Metro is made up of a dedicated team of professionals delivering transformative infrastructure. In partnership with industry experts and key delivery partners, we're building a world-class metro system that prioritises safety, innovation, and cutting-edge technology.

Our commitment extends beyond construction: we aim to meet the evolving needs of our customers while ensuring that Sydney Metro reflects the vibrant communities we serve.

With a strong focus on inclusion and diversity and providing job opportunities across metropolitan Sydney, we are reshaping public transport in this great city.

Joining us means you have the chance to be part of creating a legacy that will benefit generations to come.

Find out more about [Sydney Metro](#)

Our values



Safety and wellbeing

We think safety and act safely. We strive for a healthy work-life balance and extend our caring approach to each other, the environment, and the community in which we work.



Collaboration

We create positive relationships –proactively solving problems and achieving with each other, our passengers, stakeholders and partners.



Integrity

We listen and act with integrity, respect decisions and opinions of others and promote mutual respect and trust.



Innovation

We are leading edge, creative and forward thinking. We deliver sustainable and innovative solutions. We are committed to our continual improvement delivering effective outcomes.



Excellence

We take pride in being passenger-centric. We are efficient and adaptable and make timely, risk-informed decisions. Together, we aim for excellence in delivery and a sustainable future.



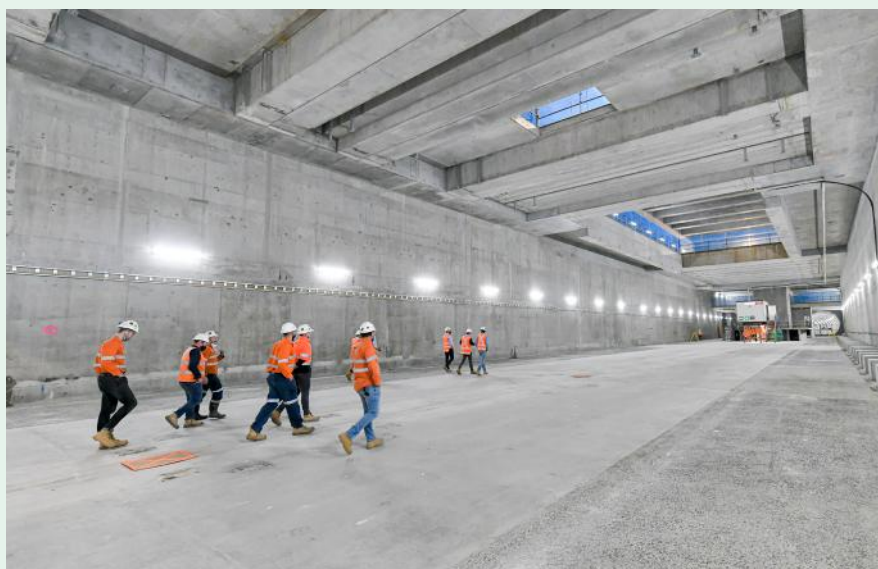
Achievement

We support each other to meet priorities, delivering outcomes for our passengers and stakeholders. We are accountable, adaptable and always ready to take ownership.



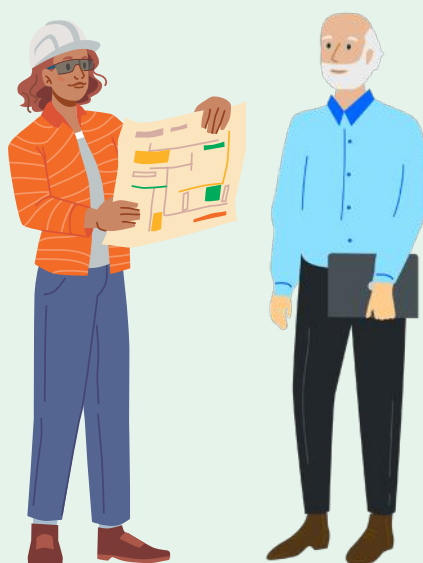
Why join Sydney Metro?

We asked our people what they like best about working at Sydney Metro. People in all sorts of jobs and areas voted these as their top four reasons for working here.



“I love working at Sydney Metro because I get to combine my passion for design with the opportunity to help shape the future of NSW. It’s rewarding to know I’m contributing to something that will leave a lasting legacy.”

**Connie Klonis, Associate Director
Design, Technical Services**



Connecting to more than just transport

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

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

Being part of Transport for NSW means exposure to a world of impact. 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.

The size and scale of our organisation means access to 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 and do more here.



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 we offer, enabling them to find a way to balance professional productivity and personal priorities.

Our 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 our organisation attractive and accessible to people from all life stages, genders, abilities, cultures, backgrounds, perspectives, and locations.



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 a common 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.



“Working for Sydney Metro means I serve a role in designing the future. I get to design a metro network, its stations and precincts that will serve future generations. Working in ‘Customer Experience’ and using my background as an Architect, I collaborate with customers to ensure that every design reflects real-life experiences, their specific accessibility/diversity needs; making the entire system truly customer-focused.”

**Mariam Mesiha, Customer Experience Analyst,
Customer Operations & Outcomes**

“Only being involved in Sydney Metro can you understand the scale and enormity of what legacy the metros will leave for generations to come, and I’ve been part of that work.”

**William Yan, Executive Director
Finance, Finance & Commercial**



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.

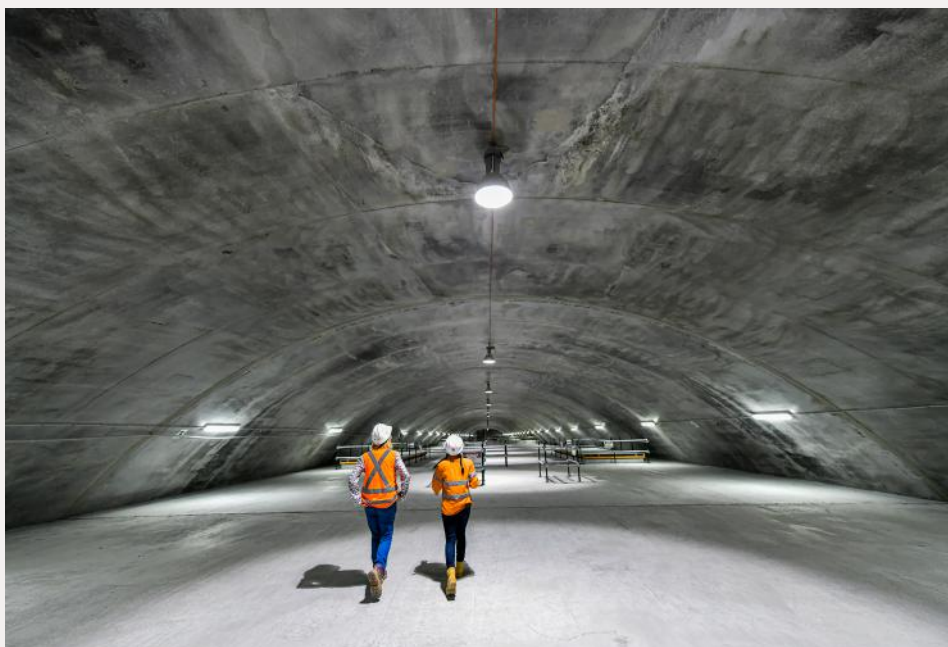
Hybrid work looks different for everyone, depending on your role, the work you deliver and your team's priorities.

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.

“I love working with teams delivering complex projects which are transforming Sydney.”

**Tom Simmonds, Delivery Director
Stations Package West,
Project Delivery**



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.

Our policies and strategies have won us Best Remote Work Strategy at the Australian HR Awards and a FlexReady Certification from FlexCareers, where Transport was one of three organisations to receive the top-level certification in 2022.



“I love working at Sydney Metro because I am able to contribute to city-shaping projects in an environment that values sustainability.”

**Ben Thompson, Manager
Sustainability, Technical Services**

A place to progress your career

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.

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