

Safety Manager

POSITION DETAILS

Department / Team: Health and Safety	Reports to (title): Director, Safety
# Direct Reports: 0	# Indirect Reports: 0
Location: Brisbane	

THE CROSS RIVER RAIL PROJECT

Cross River Rail will transform the way we travel to, from and through Brisbane in the future. It is a catalyst for wider rail transformation underway across the South East Queensland and it is already playing a key role in how we prepare for the 2032 Olympic and Paralympic Games.

Cross River Rail is a new 10.2km rail line including 5.9km of twin tunnels running under the Brisbane River and CBD, with four new underground stations at Boggo Road, Woolloongabba, Albert Street and Roma Street. The Cross River Rail Delivery Authority is also tasked with multiple supporting projects and activities, including accessibility rebuilds for eight surface stations, construction of three new stations on the Gold Coast, upgrades for stabling yards, track works and surface rail enhancements, and the introduction of a new world-class digital train signalling system.

Further Information: www.crossriversrail.qld.gov.au

OUR VALUES AND BEHAVIOURS



WE COLLABORATE

- We treat each other with respect and speak up when this doesn't happen.
- We share information to help everyone be successful.
- We have honest conversations, no agendas or surprise.
- We are curious, asking questions to understand.
- We work through issues together and help each other.



WE INNOVATE

- We are inclusive, listening to and encouraging differing views.
- We challenge and push the boundaries.
- We apply and share our knowledge to do better.
- We seize our opportunity to set new standards and benchmarks.



WE DELIVER

- We act safely at all times.
- We do what we say we will do and when we will do it.
- We understand our individual role and how it fits into the project's success.
- We take responsibility for our work and speak up when we need help.
- We are committed to continuous development and take every opportunity to review, learn and improve the way in which we are delivering the project, learn improve.

ROLE OVERVIEW

The Safety Manager provides leadership, guidance, and oversight of safety matters across the Cross River Rail Delivery Authority's (CRRDA) program of works. Acting in a client-side capacity, the role ensures CRRDA's safety systems and initiatives are effectively implemented, contractor safety performance is monitored and influenced, and internal capability is strengthened across the organisation.

The position supports both governance and operational assurance, embedding safety through all phases of the project lifecycle. The Safety Manager also mentors staff and supports senior management to promote a strong safety culture across CRRDA and its delivery partners.

KEY RESPONSIBILITIES

Safety Leadership & Culture

- Work with program managers to set the cultural tone and lead safety performance expectations across the Cross River Rail program.
- Influence contractor safety culture through engagement, reviews, and promotion of best practice.
- Act as a visible leader, promoting innovation and continuous improvement.
- To work in accordance with the Delivery Authority's policies, procedures and safety requirements and demonstrate alignment with our values and behaviours

Mentorship & Capability Uplift

- Mentor and coach CRRDA staff and external stakeholders to build confidence and ownership of safety outcomes.
- Support senior managers to embed safety accountability within delivery teams.

Systems & Technical Advice

- Lead the implementation and continuous improvement of CRRDA's Health & Safety Management Systems.
- Provide expert advice on critical risk management, incident investigation reviews, and safety process implementation.
- Develop CRRDA safety processes and initiatives that enable line managers to take ownership of safety outcomes across the program.

Compliance, Assurance & Reporting

- Coordinate safety compliance and assurance activities, analyse outcomes, and provide reporting to senior leadership.
- Oversee and review the process and outcomes of incident investigations and ensure findings are acted upon and shared.
- Prepare regular safety performance reports and trend analyses that provide both operational detail and strategic insights for CRRDA senior leadership and governance forums.
- Develop clear briefing notes, correspondence, and presentations on safety matters that support informed decision-making by managers and executives.
- Review risk assessments and assurance activities, ensuring critical risks are identified, monitored, and effectively managed through all project phases.

Stakeholder Engagement

- Establish and lead safety forums with contractors and internal CRRDA teams to share learnings, address emerging risks, and coordinate consistent approaches.
- Represent CRRDA in working groups and industry forums, maintaining collaborative relationships that support delivery outcomes and continuous improvement.

Forward Planning & Business Improvement

- Review and evaluate CRRDA safety systems to identify improvement opportunities and strengthen overall performance.
- Develop and oversee risk mitigation strategies and treatment plans to ensure critical risks are effectively managed.
- Contribute to planning for future safety team growth and capability development, ensuring CRRDA is positioned for long-term delivery success.

KEY COMPETENCIES

- Tertiary qualifications in a safety-related discipline, with strong knowledge of risk management, safety assurance, incident investigation, and safety systems implementation.
- Experience in major infrastructure, construction, or mining projects, with strong understanding of contractor safety management, and client-side governance.
- A strong understanding of critical risks and the application of verification processes in a dynamic and changing engineering and construction environment.
- Demonstrated ability to manage complex workplace relationships and coordinate stakeholders with competing objectives, achieving safety outcomes through third parties.
- Proven skills in stakeholder engagement, with experience collaborating effectively with delivery partners, regulators, and government agencies.
- Strong analytical and communication skills, with ability to interpret complex safety data, articulate technical concepts, and tailor messaging for diverse audiences such as executives, contractors, and regulators.
- Experience mentoring non-safety professionals and supporting managers to embed safety accountability and build organisational capability.