






# Executive Director, Statutory Compliance


## Position Description

Office of Chief Executive

Executive Level

	<p><b>About ONRSR</b></p> <p>The Office of the National Rail Safety Regulator (ONRSR) plays an integral role in keeping Australians safe across the nation's vast and varied rail networks. Headquartered in Adelaide, and with offices around the country, ONRSR is an independent regulatory authority that encourages safe rail operations, enforces national compliance with the <i>Rail Safety National Law</i>, and promotes and improves rail safety throughout Australia.</p> <p><b>Our People and Culture</b></p> <p>At ONRSR we aim to enhance and promote rail safety nationally through effective risk-based regulation. To achieve that, we need people with the vision to contribute to the safety of Australia's railways – people who are professional and motivated by the opportunity to improve rail safety and by the benefits this delivers to the Australian community.</p> <p>Our culture reflects our values of Integrity, Respect, Independence, Diligence and Excellence in the way we work, lead and engage with others. Our culture blueprint guides us to create a respectful, inclusive and equitable workplace – where diversity is embraced, and every individual can contribute, grow, and thrive. Every role plays a part in shaping this culture.</p> <p><b>Our purpose</b></p> <p>Safe railways for Australia</p>
	<p><b>The Role – Your impact and contribution</b></p> <p>The <b>Executive Director, Statutory Compliance</b> is a key member of the senior executive leadership team responsible for leading the strategic, operational and legal direction of ONRSR's regulatory compliance, enforcement and prosecution functions and supporting the Chief Executive. As the Chief legal officer, this role manages ONRSR's legal risks, ensuring that regulatory responses are lawful, proportionate, effective and consistent with legislative and broader public interest, and corporate risks are appropriately identified, assessed and controlled.</p> <p>Leading multidisciplinary teams, including legal prosecution, corporate and investigations, you will collaborate closely with internal and external stakeholders to ensure the effective application of and adherence to relevant legislation, delivering robust investigative and compliance programs, leading prosecutions and managing ONRSR's corporate legal risks. This role requires strong expertise in regulatory enforcement, prosecutions, administrative and criminal law, and strong engagement with key legal and industry stakeholders.</p>

	<p><b>Key Relationships</b></p> <p><b>Reports to:</b> Chief Executive</p> <p><b>Internal:</b> Executive Team, Principal Prosecutor, Senior Prosecutor, National Manager Investigations, Investigations Team, Senior Legal Counsel - Corporate</p> <p><b>External:</b> Legal Counsel</p>
	<p><b>Your Responsibilities</b></p> <p>Combining your years of demonstrated experience and knowledge of criminal law, litigation and compliance enforcement you will:</p> <ul style="list-style-type: none"> <li>• Provide strategic leadership and oversight of regulatory enforcement and prosecutions activities within ONRSR.</li> <li>• Work closely with the National Manager Investigation and Investigations team to support strong case preparation, mitigate evidentiary gaps and to ensure cases meet the burden of proof required for prosecution.</li> <li>• Oversee the initiation, conduct and resolution of legal proceedings related to prosecution, including preparing legal documents, representing ONRSR in court and managing external legal counsel.</li> <li>• Provide expert legal and strategic advice to the Chief Executive and Executive Team on compliance and enforcement matters.</li> <li>• Develop and implement strategic enforcement plans for prosecution and enforcement ensuring alignment with ONRSR's strategic directions and organisational goals.</li> <li>• Lead the development and implementation of policies, procedures, systems and processes that support consistent and high-quality decision making.</li> <li>• Oversee the implementation and monitoring of enforcement outcomes, performance indicators and regulatory impact and identify areas of risk.</li> <li>• Identify and mitigate legal and regulatory risks, developing risk management strategies and ensuring appropriate controls are in place.</li> <li>• Lead, motivate and foster a high performing legal and investigations team ensuring accountability, integrity and continuous improvement.</li> </ul>
	<p><b>What you Bring – Key Competencies</b></p> <p>Key to success in this role is that you have:</p> <ul style="list-style-type: none"> <li>• More than 5 years' experience at an executive level leading complex legal, compliance or enforcement functions in a regulatory, government or legal environment.</li> <li>• Demonstrated ability to shape strategic direction and deliver organisational outcomes in a highly scrutinised, risk-based environment.</li> <li>• Deep understanding of administrative, criminal and civil law principles relevant to regulatory enforcement.</li> <li>• Over 5 years' experience overseeing or conducting high profile investigations and legal proceedings including demonstrated experience with litigation, courtroom advocacy and cross-examination.</li> <li>• Strong skills in case preparation, trial advocacy, cross-examination and legal argumentation and understanding of principles of natural justice, evidence law and prosecutorial discretion.</li> </ul>

	<ul style="list-style-type: none"> <li>• Strong understanding of defence strategies and counter-arguments.</li> <li>• Ability to present complex evidence in court or tribunal settings.</li> <li>• Ability to engage with external legal counsel, defence lawyers and regulatory violators.</li> <li>• Demonstrated ability to manage legal risk and ensure regulatory actions are defensible, fair and transparent.</li> <li>• Ability to build positive working relationships with internal and external stakeholders and work effectively as part of a team.</li> <li>• Proven high level interpersonal, communication, negotiation and relationship development skills.</li> <li>• Strong commitment to integrity and ethical leadership.</li> </ul> <p><b>Helpful qualifications and experience</b></p> <ul style="list-style-type: none"> <li>• Possession of legal qualifications, including an appropriate practicing certificate.</li> <li>• Specialisation in litigation, evidence handling and procedural fairness.</li> <li>• Knowledge of regulatory offenses, health and safety laws and corporate liability frameworks.</li> <li>• Experience in a public sector or statutory government framework leadership position is highly desirable.</li> </ul> <p><b>Your compliance</b></p> <p>As a regulator, it is important that we are all on the same page when it comes to safety and risk management and everyone at ONRSR is responsible to actively supporting this aspect of our role to promote a positive and safe culture. ONRSR has a zero tolerance to the use of alcohol and non-prescription drugs for all workers while undertaking ONRSR work. This includes workers recalled to duty unexpectedly who should decline to work if doing so puts them in breach of the Drug and Alcohol Policy.</p> <p><b>Other items of note</b></p> <p>On occasions, this role will require you to work outside of normal business hours, on weekends and public holidays. There is a requirement to travel which may include short stays in ONRSR interstate offices. If you would like more information about how ONRSR regulates please read the <a href="#">ONRSR Way 2020</a>.</p> <p><b>Privacy Notification</b></p> <p>ONRSR requires personal information and documents relevant to your employment. The collection and handling of this information will be consistent with the requirements of relevant privacy laws.</p>
	<p><b>Our Commitment to you and your Commitment to ONRSR</b></p> <p>ONRSR is genuinely committed to investing in the capability of its staff and is proud of its structured Regulatory Officer training program that will support Regulatory Officers in learning the <i>ONRSR Way</i> to rail safety compliance in a supportive environment. Opportunities to learn key skills in both a classroom and infield setting</p>

	<p>are made available through the delivery of our training program and advancing your skills and knowledge in these areas is also available within this program. The success of this program also relies on your engagement and willingness to coach and mentor staff.</p> <p>ONRSR expects its people to contribute to the efficient and effective functioning of the organisation to meet ONRSR and team strategic goals. This includes actively participating in the Performance Development and Review process; demonstrating appropriate and professional behaviours in accordance with the Code of Conduct and values; providing assistance to team member s if required; and undertaking other key responsibilities or activities as directed.</p> <p>I have read and understood the requirements of the position and agree to carry out the key responsibilities to the best of my ability.</p> <p>I understand that I may be required to perform other duties from time to time to fulfill the position requirements.</p>
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