




# Human Factors Specialist

## Position Description

Technical

Melbourne/Sydney

	<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</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, whose values align with ONRSR's values of independence, respect, integrity, diligence and excellence. People motivated by the opportunity to improve rail safety and by the benefits this delivers to the Australian community.</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 Human Factor Specialist is to provide specialist advice and recommendations related to human factor strategies and issues based on analysis, assessment and evaluation of wide-ranging information to inform decisions and support the delivery of ONRSR's regulatory compliance functions in line with national regulatory requirements. The role also provides specialist input into rail safety improvement projects, throughout all project phases to identify key human factors areas for promotion to industry in line with national regulatory requirements. The role works in a multi-disciplinary team of experienced technical professionals (including a Human Factors Specialist in Melbourne and a Human Performance Specialist in Sydney) that provide knowledge and expertise in areas critical to the regulation of rail safety. The team refer work to each other in the preparation of joint advice as well as for peer review.</p>
	<p><b>Key Relationships</b></p> <p><b>Reports to:</b> Manager, Technical</p> <p><b>Internal:</b> General Managers, Senior Manager, Major Projects and Technical Program Director Manager, Technical Support Senior Manager, Risk and Analysis, National Manager, Investigations.</p> <p><b>External:</b></p>



## Your Responsibilities

### Activities

The role includes the opportunity to apply expertise across a wide range of railway operating contexts and gain exposure to major infrastructure projects across Australia that are applying modern technologies.

Combining your enthusiasm and your demonstrated experience you will:

- Provide strategic analysis and evaluation of transport safety data, systems and processes to identify and communicate key human factor risks and provide evidence-based advice on actions to address these risks and strategies to promote rail safety improvement in compliance with relevant legislation.
- Provide practical risk based strategic human factors advice in relation to the effectiveness of risk management of rail safety regulation work plans.
- Review and provide advice on human factors' requirements specifications and plans for proposed material changes to rail transport operator safety management systems evaluating and communicating safety implications and actions to minimise and mitigate risk in line with regulatory requirements.
- Provide specialist input into ONRSR's rail safety improvement projects, throughout all project phases to identify key human factors areas for promotion to industry in line with national regulatory requirements.
- Provide specialist input into terms of reference for audits, inspections and investigations.
- Provide technical advice on evidence and findings of ONRSR audits, compliance inspections and investigations carried out by ONRSR and others.
- Produce reports of technical advice in a range of formats including expert witness statements.
- Conduct, and where necessary, lead inspections and audits, including the review of safety management system documentation to identify and evaluate current and emerging human factor issues and ensure compliance with national regulatory requirements for integration of human factors into appropriate aspects of the safety management system.
- Contribute to comprehensive, evidence-based strategies to promote improvement and increase awareness of safety management across rail industry stakeholders.
- Recommend appropriate statutory enforcement actions based on comprehensive, evidence-based assessment of rail operators against Rail Safety National Law requirements, to ensure on-going compliance and safe outcomes.
- Advise on office rail safety regulation work plans from a human factor perspective and provide specialist advice to ensure current and emerging risks are addressed.
- Establish and maintain detailed records of assessment and evaluation processes to ensure availability of accurate information, decisions and regulatory strategies that supports decision making.
- Stay abreast of research on innovation and initiatives in human factors.

nationally and internationally to identify, evaluate and communicate current and emerging trends and best practices that may benefit ONRSR and its stakeholders.



### **What you Bring – Key Competencies**

Key to success in this role is that you:

- Extensive experience in human factors.
- Tertiary qualifications in human factors.
- Demonstrated experience applying human factors integration principles and methods to appropriate aspects of safety management including human factors in engineering design, human machine interfaces, safety critical communication systems, task and job design.
- Track record of using human error identification and error management techniques and tools in a safety risk management context and in the investigation of human error related incidents to identify potential contributing factors.
- Excellent analytical and problem-solving skills to review evidence and produce clear and concise written reports of findings and recommended strategies for regulatory action.
- Track record in development of pragmatic solutions to complex human machine interface issues in innovative transportation projects.
- Experience in qualifying as a human factors' expert witness in legal proceedings is desirable.
- Experience in design and delivery of safety improvement initiatives including workshops and presentations.
- Excellent interpersonal communication and negotiation skills across a range of stakeholders, (operational through to senior level) including internal, government and private industry.


### **Helpful qualifications and experience**

#### **Your compliance**

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.

#### **Other items of note**

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 [ONRSR Way 2020](#).

	<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 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 members 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>