

# Principal Prosecutor

- **Permanent full-time opportunity within a national organisation**
- **Newly created role**
- **Flexible working – we follow the hybrid working model**

Join the newly established Statutory Compliance team and play a key role in ensuring safe Railways for Australia.

---

## About the Opportunity

ONRSR has established a new Statutory Compliance Division, to lead the strategic, operational and legal direction for ONRSR's regulatory compliance, enforcement and prosecution functions and to manage ONRSR's legal risks.

The role of Principal Prosecutor is to manage and deliver high quality legal services that support ONRSR's strategic initiatives, regulatory functions and decision-making processes. You will play a critical role in achieving ONRSR's purpose by ensuring legal integrity and effectiveness across enforcement and compliance activities.

Reporting to the Executive Director Statutory Compliance and providing leadership to the Senior Prosecutor, you will work closely with internal stakeholders and external legal providers to ensure ONRSR's actions are robust, consistent with regulatory objectives and aligned with legal and policy frameworks.

You will need to be someone that thrives on achieving quality outcomes, takes a proactive approach to your work and enjoys building and maintaining strong working relationships with internal and external stakeholders.

## About you – your impact and contribution

To succeed in this role you will have a wealth of knowledge and experience in statutory interpretation and legal drafting, and a strong track record of managing and conducting complex prosecutions in a regulatory or safety related context, in addition to appeals and oversight of external legal providers.

You can confidently provide timely and accurate legal advice and support to internal stakeholders and decision makers, with the ability to translate complex legal advice and legislation into straightforward and practical advice that can be easily applied.

To be successful in the position you should have:

- Legal qualifications and an appropriate practicing certificate.
- Highly developed interpersonal, communication, and negotiation skills.
- Demonstrated ability to build and maintain influential relationships across a wide range of

internal and external stakeholders, including Executive and legal counsel.

- Proven capacity for strategic adaptability, with the ability to operate effectively in high pressure environments and confidently navigate complex challenges while maintaining a solutions focused approach.
- Exceptional strategic and analytical capability with the ability to analyse and conceptualise problems, formulate and execute appropriate solutions and negotiate successful outcomes.
- Demonstrated ability to work collaboratively in a team environment with competing priorities and tight deadlines.

## Our Organisation and Culture

The Office of the National Rail Safety Regulator (ONRSR) has the responsibility for regulatory oversight of rail safety throughout Australia. As an independent regulatory authority, ONRSR pursues safe railways for Australia by encouraging safe rail operations, enforcing national compliance with the *Rail Safety National Law* and promoting and improving rail safety across the country.

Be part of a values-led organisation with a strong commitment to its Culture Blueprint - the foundation for our purposeful, diverse and inclusive workplace and a key contributor to how we achieve our vision of Safe Railways for all Australians.

## We are passionate about supporting Our People

At ONRSR we work together to deliver exceptional outcomes for Rail Safety for all Australians. Our colleagues have an impact far beyond work, and you'll be part of a team that is contributing to enhancing safety outcomes.

- You will be part of a \$26 billion industry employing over 142,000 people that is at the forefront of innovation, productivity, and world's best practice.
- We invest in building the capability of our people through customised learning and development programs and by growing your curiosity and experience.
- Employee Assistance Program and Peer Support Network.
- Mentoring for your own development and the opportunity to mentor others.
- Extra 3 days leave with Christmas closedown for all colleagues.
- Salary packaging of car.

We support healthy work life balance, encourage ongoing learning and growth, and offer flexible work options to help our people succeed both professionally and personally. Whether you're building new skills or deepening your expertise, you'll find a team environment that's focused on connection, contribution, and continuous improvement. Further details on the benefits of working at ONRSR can be found at <https://www.onrsr.com.au/about-onrsr/working-at-onrsr>

## The application process

Not sure you meet all the requirements? That's okay — we're interested in people who may not tick all the boxes. If this sounds like a place you'd thrive, we'd love to hear from you.

To Apply, please submit your resume along with a cover letter outlining why you are interested in the role and how your experience aligns with what we are looking for.

More information can be found in the Position Description which is attached below and can also be found at: <https://www.onrsr.com.au/about-onrsr/working-at-onrsr>

This role can be based in Adelaide, Brisbane, Melbourne, Sydney or Perth.

As part of the recruitment and selection process, shortlisted candidates will be required to undertake a national criminal history check. Please note that the outcome of this check will be considered in context and does not automatically disqualify applicants from progressing.

**Enquiries to:** Belinda Hughes, Acting Executive Director Statutory Compliance – 0422 388 370

**Salary:** \$170,000 - \$180,000 + 12% super

**Applications close:** Friday, 21 November 2025

At ONRSR, we're committed to building a diverse, inclusive and respectful workplace where everyone feels valued. We welcome applications from people of all backgrounds, including those of diverse gender identities, sexual orientations, cultures, religions, ages, abilities and neurodiversity.

If there's anything we can do to make the recruitment process more accessible or comfortable for you, please let us know – we're here to support you.

We also commit to responding to every applicant.

**NOTE:**

- *You must be an Australian citizen, permanent resident or hold a valid work permit or visa, as we are unable to provide sponsorship.*
- *Applications are sought from direct candidates only. No agencies please.*
- *Application closing dates are at the discretion of ONRSR and may change without notice.*