






Senior Business Intelligence Analyst

Position Description

Safety and Regulatory Insights

National | Level 6

	<p>About ONRSR</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>Our People and Our Culture</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>Our Purpose</p> <p>Safe railways for Australia</p>
	<p>The Role – Your impact and contribution</p> <p>The Senior Business Intelligence Analyst is responsible for enabling ONRSR’s Safety Insights and Regulatory Intelligence capability by designing, developing and maintaining high-quality reporting, dashboards and visual analytics products that support regulatory decision-making.</p> <p>Reporting to the Senior Manager, Advanced Analytics and Insights, the Senior BI Specialist ensures that complex regulatory, safety and performance data is transformed into clear, reliable and decision-ready information for executives, regulators and operational teams.</p> <p>The role focuses on creating trusted, consistent and accessible BI products that support risk-based regulatory planning and prioritisation, monitoring of safety performance and regulatory outcomes, executive oversight and assurance and transparency and defensibility of regulatory decisions.</p> <p>The Senior Business Intelligence Specialist is a key enabler of how ONRSR consumes data and insights, ensuring that decision-makers have timely access to the right information, in the right form, at the right time.</p>

	<p>Key Relationships</p> <p>Reports to: Senior Manager, Advance Analytics & Insights</p> <p>Internal: General Managers; Rail Safety Officers, Policy and Stakeholder Engagement teams, Rail Information Officers, Technical Specialists, Data-related project teams.</p> <p>External: Other government agencies and regulators (as required), Rail operators and industry stakeholders (as required).</p>
	<p>Your Responsibilities</p> <p>Activities</p> <p>Combining your enthusiasm for transforming raw data and your demonstrated experience in identifying key trends you will:</p> <ul style="list-style-type: none"> • Lead ONRSR’s practice in designing, developing and maintaining dashboard, reports and visualisations that provide insights into national rail safety performance, risk and forecasting trends. • Translate regulatory and executive information needs into effective BI solutions. • Apply data visualisation best practice to present complex information clearly and accurately. • Define semantic layers, metrics, dimensions and business rules to ensure consistency and comparability. • Ensure BI products are built on trusted, well-governed data sources. • Apply quality assurance processes to ensure accuracy, reliability and reproducibility of BI outputs. • Ensure BI artefacts comply with data governance, privacy and security requirements. • Work with analysts and business stakeholders to ensure BI products support analytical and regulatory needs. • Provide guidance and support to uplift BI and data literacy across ONRSR. • Identify opportunities to improve BI tools, templates and standards. • Support continuous improvement of ONRSR’s reporting and insight delivery capability.
	<p>What you Bring – Key Competencies</p> <p>Key to success in this role is that you have:</p> <ul style="list-style-type: none"> • Strong skills and experience in business intelligence, reporting and data visualisation. • Ability to translate complex information into clear, decision-ready outputs. • Understanding of how BI supports regulatory oversight and risk-based decision-making. • Strong stakeholder engagement and communication skills. • Attention to detail and commitment to data quality and integrity. • Collaborative mindset and ability to work across multidisciplinary teams. • Certification in Microsoft Power BI, MS Fabric or other relevant BI certifications.

- Proficiency in SQL and working with structured data models in data warehouses.
- Understanding of data quality management, validation techniques, and assurance practices.
- Knowledge of data governance principles, including data standards, metadata, lineage, and stewardship.
- Experience working with sensitive or regulated data and ensuring its integrity and appropriate use.
- Strong written and verbal communication skills, including the ability to present insights to non-technical audiences.
- Ability to influence, advise and build trust with senior leaders and subject matter experts.
- Continuous improvement mindset, with the ability to identify and implement improvements to reporting and analytics.

Helpful qualifications and experience

- Formal qualifications or equivalent experience in data analytics, business intelligence, information systems or a related discipline.
- Experience in government, regulatory or safety-critical environments will be desirable.

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](#).

Privacy Notification

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.

Our Commitment to you and your Commitment to ONRSR

ONRSR is genuinely committed to investing in the capability of its team and is proud of its structured Regulatory Officer Training Program that supports Regulatory Officers in learning the *ONRSR Way* to rail safety compliance in a supportive environment. All team members can access opportunities to learn key



skills in their role and about regulation through this integral program. The success of these programs relies on your engagement, openness to learning and willingness to share with your peers.

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 Plan; 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.

I have read and understood the requirements of the position and agree to carry out the key responsibilities to the best of my ability.

I understand that I may be required to perform other duties from time to time to fulfill the position requirements.