onrsr Office of the National Rail Safety Regulator

Senior Lawyer
Position Description

Statutory Compliance
Specialist 1

	About ONRSR 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 *Rail Safety National Law*, and promotes and improves rail safety throughout Australia. **Our People and Culture** 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. 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. **Our purpose** Safe railways for Australia
	The Role – Your impact and contribution The **Senior Lawyer** is integral to advancing ONRSR's purpose by supporting the delivery of legally robust and effective enforcement and compliance activities. As a key member of the team, you will contribute to high quality legal services that support ONRSR's strategic priorities and regulatory decision making, directly influencing the achievement of ONRSR's objectives. Your contribution will be to work collaboratively with internal stakeholders and external legal providers to ensure ONRSR's legal actions are robust, consistent and aligned with both regulatory objectives and applicable legal and policy frameworks.
	Key Relationships **Reports to:** Principal Prosecutor **Internal:** Executive Team, National Investigations Manager, Senior Legal Counsel Corporate **External:** Legal counsel

Your Responsibilities

Activities

Combining your enthusiasm for achieving quality outcomes and your demonstrated experience in law, you will:

- Provide timely, high quality legal advice and support to key decision makers across ONRSR.
- Represent ONRSR in court and tribunals at all levels and instructing counsel where necessary.
- Deliver tactical legal advice to the Investigations team and other Operational staff as required.
- Review briefs of evidence and prepare sufficiency of evidence assessments, making informed regulatory recommendations.
- Prepare and deliver training to the Investigations team on legal powers, evidentiary issues and emerging legal considerations.
- Contribute to legal insights and advice on strategic enforcement initiatives.
- Responsible for maintaining a legal database of advice, decisions and outcomes to support organisational knowledge and consistency.
- Provide strategic legal advice in the development of strategies and policies for successful management of legal risk within the parameters of the ONRSR's regulatory and legal services program.
- Assist with the management of the provision of legal services from external providers to ensure effective and efficient service delivery.
- Represent ONRSR in interjurisdictional and national forums, committees and working groups.
- Provide specialist advice on complex regulatory and legal policy issues pertinent to the rail network.

What you Bring – Key Competencies

Key to success in this role is that you have:

- Demonstrated experience and expertise in statutory interpretation, legal drafting, together with demonstrated knowledge and experience in undertaking prosecutions.
- A minimum of 5 years and expertise in statutory interpretation, legal drafting, with a strong track record of managing and conducting complex prosecutions, particularly in a regulatory or safety related context.
- Exceptional interpersonal, communication and negotiation skills, with the ability to build strong relationships and influence stakeholders at all levels.
- Proven ability to operate effectively in fast paced, evolving environments, showing resilience and confidence in managing challenges.
- Proven high level strategic thinking skills and demonstrated ability to analyse and conceptualise problems, formulate and execute appropriate solutions and negotiate successful outcomes.
- Demonstrated ability to work effectively in a team environment, managing competing priorities and contributing to shared goals.

	Helpful qualifications and experience To perform effectively in this role you will possess legal qualifications, including an appropriate practicing certificate. You will have over 5 years of prosecution experience. Demonstrated experience in prosecuting safety duty offences or similar is highly 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 may require you to work outside of normal business hours. 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 staff and is proud of its structured Regulatory Officer training program that will support Regulatory Officers in learning the *ONRSR Way* 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 delivery to the program and your willingness to coach and mentor staff. 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.

	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.