



SHAPING AN
AWESOME
HAMILTON

Principal Transport Engineer

Infrastructure and Assets

About us

Our purpose is to improve the wellbeing of Hamiltonians. To fulfil our purpose, we need to become the leading community-focused Council, so that Hamilton's full potential can be unlocked – making it the best place to live.

About the role

Reporting to the People Manager, Strategy and Planning Specialists and receiving technical direction from the Technical Director Transport, this role provides senior technical and strategic leadership for Hamilton City Council's transport system planning, growth infrastructure programme and long-term investment decisions. It translates evidence, modelling, policy, partner priorities and community outcomes into integrated transport solutions for Hamilton and the wider sub-region.

The position shapes transport responses to city growth and provides authoritative advice on matters with long-term financial, network, safety, environmental, cultural and community implications.

Reports to	People Manager, Strategy and Planning Specialist
Responsible for (total number of staff)	0
Delegation	\$0
Budget	\$0

Where the role sits

This role is part of the Infrastructure and Assets group. This group plan, build, operate and maintain quality assets and infrastructure.

Key responsibilities

Some of the key responsibilities for this role include:

- Lead strategic transport network planning and growth infrastructure implementation, aligning land use, infrastructure timing, funding, safety and long-term network performance.
- Provide recognised subject matter leadership on strategic transport planning, modelling, investment logic, prioritisation and transport policy interpretation.
- Lead and influence complex transport projects and growth infrastructure programmes across Council, partner agencies, developers and the community.
- Resolve complex transport issues by balancing evidence, statutory requirements, affordability, community outcomes, mana whenua perspectives and long-term network performance.

- Coach, mentor and build technical capability, professional standards and consistent strategic transport practice.
- Lead and influence Hamilton's Transport Master Plan, Access Hamilton priorities, network improvement programmes and sub-regional integration.
- Provide authoritative technical advice, options analysis and quality assurance for capital transport project definition, prioritisation, investment cases, risks and benefits.
- Shape transport input to the growth programme, 10-year plan, 30-year infrastructure strategy, structure plans, district plan reviews, spatial planning and technical specifications.
- Act as Council's informed client for the Waikato Regional Transport Model and Hamilton Transport Model, ensuring modelling supports strategic, operational and investment decisions.
- Support complex engagement with developers and partners to secure transport outcomes, infrastructure contributions and delivery approaches aligned with strategic planning.
- Represent Council with credibility in regional, central government, developer and partner forums including Fast Track, Future Proof and Transportation Waikato.

How you will do this

Our team culture is critical to our success. We value *kia urutau* (adaptability), *kia ngaawari* (simplicity), *kotahitanga* (inclusiveness), *kaitiakitanga* (guardianship), and *kia manawanui* (ambition). It's vital everyone who joins our team is an ambassador for our values, so

together we can drive the best possible outcomes for our community.

Your mindset, skills, knowledge, and experience

You actively work at being the 'best version of you' and your mindset and behaviours have a positive impact on others. We want someone who:

Qualifications and experience:

- Minimum 10 years' senior technical experience in transportation infrastructure, strategic transport planning, land-use integration, modelling, programme development and investment advice.
- Demonstrated technical leadership and at least 5 years' leadership experience preferred, including setting direction, lifting capability and influencing change across diverse stakeholders.
- Tertiary qualification in Traffic or Transportation Engineering, Transport Planning or a related discipline; CPEng or equivalent professional recognition preferred.
- Deep understanding of New Zealand local government, statutory planning, transport funding, infrastructure strategy and elected-member decision-making.
- Advanced experience in land-use development, growth sequencing, transport modelling, network planning, investment prioritisation, operations, safety and scenario testing.
- Ability to review, direct and quality-assure transport impact assessments, integrated transport assessments and transport safety audits.

- Successful programme and project leadership experience, including management of complex dependencies, risks, budgets, consultants, partner expectations and benefits realisation.
- Highly developed stakeholder, partnership, influencing and negotiation skills across mana whenua, government, developers, consultants, community groups, customers and elected members.

Qualities and attributes:

- Makes sound, timely and defensible decisions under pressure, applying judgement, risk awareness and systems thinking during uncertainty or heightened public and political interest.
- Strong strategic planning, policy, business case, consultation and reporting skills, including translating complex evidence into clear advice for decision-makers

Health, safety and wellbeing

All our people have a responsibility for their own and others health and safety. This includes following all health and safety policies and procedures, including reporting events and hazards, and participating in health, safety and wellbeing programmes and initiatives as required.

Civil Defence

Completes Civil Defence training and participates in events as required.

Note: This position description is a broad outline of the key activities and responsibilities for this role. Key responsibilities may vary from time-to-time, at the request of the manager, to accommodate the operational needs of the team.