Position description

Group Manager Strategic Assets and Data

Position title	Group Manager Strategic Assets and Data
Position number	201307
Classification level	PESES-1
Position type	Fixed Term – 3 years
Group	Innovation, Asset Optimisation and Technology
Division	Strategic Assets and Data
Reports to	Executive General Manager Innovation, Asset Optimisation and Technology
Usual place of work	1010 La Trobe Street, Docklands
Date	August 2026
Conditions	Full time (flexibility will be considered)

Our organisation

VicTrack owns Victoria's rail transport land, assets and infrastructure. As a commercially focused government agency delivering for Victoria, we work to protect and grow the value of the portfolio, to support a thriving transport system and make travel and living better for all Victorians. With much of our asset portfolio dedicated to rail transport – our land, infrastructure, buildings and telecommunication networks – our focus is on strategic asset management and supporting the delivery of better transport solutions.

Whether we're planning and managing the use of transport land, upgrading the telecommunication network or partnering on major infrastructure projects, our job is to ensure the state's assets continue to serve Victoria now and well into the future.

Our business is made up of specialist groups including Innovation, Assets Optimisation & Technology, Property and Telecommunications. These are supported by groups that provide strategic, financial and operational services to the organisation.

About the group

This position is based in **Innovation, Assets Optimisation & Technology** (Innov-AT).

As the organisation's innovation centre of excellence, IAOT creates and scales new commercial opportunities and strengthens data capability setting strategic direction for digitisation, performance, and long-term value across the broader transport ecosystem. It also acts as an advocate for VicTrack's role across whole of transport for strategic assets and information, enabling improved decision-making and coordination.

About this position

Reporting relationships

The Group Manager Strategic Assets and Data reports directly to the Executive General Manager Innovation, Assets Optimisation and Technology.

The role will lead a new function in the developing Innov-AT group, with direct reports to follow once the function is fully established and its strategic direction is set.

Delegations/Budget

The role has a financial delegation of up to $500,000 ex GST consistent with the Delegations of Authority and is responsible for management of the Strategic Assets and Data group budget.

Purpose of the position

The Group Manager Strategic Assets and Data provides leadership of VicTrack's strategic asset management and asset intelligence functions, improving and digitising asset information (including asset condition) and establishing standards that support consistent, high-quality asset and customer information across the transport ecosystem.

The role is responsible for improving the stewardship, performance, condition, capability and long-term value of transport ecosystem assets, through better asset management practice, asset intelligence and evidence-based decision-making.

Working closely with VicTrack's Asset Governance team, the Group Manager Strategic Assets and Data defines and maintains asset and data strategies, standards, governance arrangements and priorities that strengthen asset management capability, improve transport operator coordination, and support effective stewardship of released and controlled assets across the transport ecosystem.

Key accountabilities/functions

Position accountabilities

1. **Leadership and role modelling**: Actively and consistently modelling expected behaviours and values of a high performing organisation, by maintaining a regular and meaningful presence in the workplace.
2. **Enterprise collaboration and building trust**: Actively champion and model ways of working that support organisational outcomes and strengthens cross functional ways of working; foster and maintain high trust relationships between teams, peers and stakeholders that contribute to a culture that supports organisational performance and delivery.

3. **People Management:** Leading a multidisciplinary team, to foster a strong sense of professionalism, high-quality, client-oriented service and continuous capability development.
4. **Strategy development and implementation:** Develop and maintain VicTrack's strategic asset management and asset intelligence priorities, standards and assurance mechanisms that strengthen stewardship, performance and long-term value across released and controlled assets. Translate strategy into a prioritised program of initiatives that advances asset management maturity, capability and decision-making across the portfolio, with a focus on the released assets and the role VicTrack can take in the broader transport ecosystem.
5. **Strategic asset management stewardship:** Lead the development of asset management frameworks, governance arrangements, standards and lifecycle methodologies that support consistent and effective stewardship of transport assets. Work collaboratively across transport operators and other stakeholders to uplift asset management capability and maturity, strengthen asset management practices, and drive improved stewardship, resilience and long-term asset outcomes across the Victorian transport ecosystem.
6. **Asset Intelligence:** Develop and maintain visibility of asset condition, performance, utilisation, criticality and fitness-for-purpose across released and controlled assets. Provide asset intelligence and lifecycle insights that inform asset management strategies, investment prioritisation, risk management and long-term planning.
7. **Analytics and informed decision-making:** Lead the development of analytics, predictive models and decision-support capabilities that enable evidence-based planning, proactive asset management, lifecycle optimisation, risk identification and investment decision-making across released and controlled assets.
8. **Enterprise Asset Management Systems and industry integration:** Lead the selection, implementation, and governance of an organisation-wide Asset Management Information System that enables consistent asset management practices, standardised data, and interoperability with other rail organisations to support informed decision-making and industry collaboration.
9. **Digitisation of asset information:** Lead the digitisation and modernisation of asset information through contemporary data architecture, interoperability frameworks and information management practices. Collaborate with internal and external stakeholders to develop a single source of truth for released and controlled assets across the portfolio.
10. **Stakeholder influence and ecosystem leadership:** Build and maintain influential relationships with transport operators, asset custodians, government stakeholders, enterprise functions and external partners to align standards, uplift asset management capability and improve asset stewardship outcomes. Represent VicTrack in asset management and industry forums, fostering collaboration, continuous improvement and the adoption of leading practice, and influencing improved asset management maturity across organisations responsible for managing, operating or stewarding transport assets.
11. **Executive engagement:** Provide clear, authoritative and timely advice to the Executive Leadership Team and Board on strategic asset management matters across VicTrack's portfolio and the broader transport ecosystem, including with regards to asset condition, performance, lifecycle risk, asset management maturity and investment priorities.
12. **Continuous improvement:** Drive continuous improvement across VicTrack's asset management systems, processes, information and capability. Support the delivery and ongoing enhancement of enterprise asset management platforms and practices that

improve stewardship, performance and long-term asset outcomes across released and controlled assets.

13. In line with Section 31A of the *Public Administration Act 2004* (Vic) other duties may be assigned consistent with employment classification, skills, and capabilities.

Key selection criteria

1. **People leadership and cultural capability:** Highly developed leadership and people management skills fostering a high performance culture aligned to common vision, including modelling expected behaviours; ability to lead a diverse team in a dynamic environment, encourage innovative ideas, build trust, provide support, coach, mentor and guide teams and emerging leaders; and foster a positive and collaborative organisational culture.
2. **Working collaboratively and building trusted relationships:** Demonstrated ability to build a culture of collaboration across organisational teams; looks for and facilitates opportunities to collaborate with internal and external stakeholders; and actively identifies and overcomes barriers to collaboration and engagement in a constructive and empowering manner; builds trust through consistent actions, values and communication.
3. **Performance:** Experience driving and delivering high-quality outcomes and priorities that meet expectations of senior executives; the Board; and other key stakeholders including customers. Consistently translating organisational priorities into clear delivery plans, managing risk and resource constraints, and driving measurable results in complex and dynamic environment.
4. **Strategic asset management leadership and stewardship:** Demonstrated experience leading strategic asset management functions within complex asset-intensive environments. Proven ability to establish asset management frameworks, standards, governance arrangements and lifecycle methodologies that improve stewardship, performance, resilience and long-term value of asset portfolios.
5. **Asset management capability and ecosystem leadership:** Proven ability to influence, collaborate and build alignment across diverse stakeholder groups to uplift asset management capability and maturity, strengthen asset management practices and improve long-term asset outcomes. Demonstrated success leading initiatives that deliver outcomes through influence, partnership and collaboration rather than direct authority.
6. **Asset intelligence, lifecycle insight and investment planning:** Demonstrated capability to develop and apply asset intelligence, including asset condition, performance, utilisation, criticality and fitness-for-purpose assessments, to support asset management strategies, investment prioritisation, risk management and long-term planning.
7. **Strategic thinking and strategy delivery:** Demonstrated ability to think strategically and translate complex organisational and system-wide challenges into clear, actionable strategies and programs of work that deliver measurable organisational, customer and sector-wide outcomes.
8. **Capability in data governance and analytics:** Demonstrated ability to establish robust governance frameworks for asset information, ensuring integrity, quality, assurance and accessibility of data. Proven experience leveraging analytics, predictive models and evidence-based insights to strengthen decision-making, improve asset performance and support long-term planning.

9. **Digitisation and enterprise system development:** Experience leading the digitisation and modernisation of asset information, including the ability to establish trusted asset information practices and single sources of truth that support effective stewardship and decision-making across complex operational environments.
10. **Leadership capability to build and develop high-performing teams:** Demonstrated ability to build and lead high-performing, diverse teams, fostering a culture of data stewardship, innovation and continuous improvement. Proven capability to model expected behaviours, inspire a shared vision, develop emerging leaders, and create a positive, collaborative environment through effective coaching, mentoring, trust-building and support.

Customer focus

VicTrack staff practise customer focus by recognising the importance of valuing customers (internal and external) and ensuring that all activities are oriented towards meeting customer needs. We listen to customers about their expectations and focus on delivering solutions that address their needs. Customer focus also includes proactively seeking and acting on feedback to enhance the customer experience.

Safety and environmental responsibilities

Ensure safety and environmental instructions are adhered to and report any inappropriate practices and incidents. Comply with the *Occupational Health and Safety Act*, as it applies to self, tenants and customers, and environmental legislation in regard to preserving the environment.

Rail safety

All staff who may be required to come into contact with rail activity, including design work and the management of other staff, must:

- be responsible for their actions where those actions can in any way affect or compromise railway safety
- be aware of the railway safety requirements associated with their duties and responsibilities
- take whatever action is possible to prevent unsafe conditions and/or incidents
- report any railway safety problems/hazards to your line manager and the Health & Safety team
- safely access the rail corridor.

Individual attributes

Qualifications and experience

1. Tertiary qualification in a relevant field such as Engineering or Asset Management, Data Science, Information Systems, Asset Management, Business, or a related discipline (mandatory).
2. Senior level experience leading strategic asset management, asset information, data and analytics functions in the transport industry, or other complex asset intensive fields (preferred).

Interpersonal and other features

Internal relationships

- All VicTrack employees
- VicTrack Board

External relationships

- All VicTrack customers
- Vendors and/or suppliers
- Transport operators
- Industry leaders
- Department of Transport and Planning

Ordinary hours of work

Ordinary hours of work are Monday to Friday between 6:00am and 6:00pm.

Why work for VicTrack?

Working at VicTrack provides people with the opportunity to contribute to creating thriving places and connected communities for all Victorians. Some of the benefits that we provide our people are listed on our website and can be accessed via: Careers at VicTrack

Our mission

To protect and grow our rail transport assets and drive reinvestment to service Victorians now and into the future.

Our vision

As a part of the transport portfolio, we share a common vision as defined in the *Transport Integration Act 2010*: “To meet the aspirations of Victorians for an integrated and sustainable transport system that contributes to an inclusive, prosperous and environmentally responsible state”.

In realising this vision, we are working towards a transport system that promotes:

1. social and economic inclusion
2. economic prosperity
3. environmental sustainability
4. integration of transport and land use
5. efficiency, coordination and reliability
6. safety, health and wellbeing.