# Position description

## Group Manager Asset Intelligence & Technology

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| **Position title** | Group Manager Asset Intelligence & Technology |
| **Position number** | 201327 |
| **Classification level** | PESES-1 |
| **Position type** | Fixed Term – 3 years |
| **Group** | Innovation, Asset Optimisation and Technology |
| **Division** | Asset Intelligence & Technology |
| **Reports to** | Executive General Manager Innovation, Asset Optimisation and Technology |
| **Usual place of work** | 1010 La Trobe Street, Docklands |
| **Date** | November 2026 |
| **Conditions** | Full time |
| **End date (if fixed term)** | November 2029 |

## 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, Innov-AT 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 Asset Intelligence & Technology 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 Analytics and Technology Group budget.

### Purpose of the position

The Group Manager Asset Intelligence & Technology provides strategic technology leadership across asset intelligence (including data and analytics), enabled by artificial intelligence (AI) and supporting the delivery of operational technologies. The role is responsible for building the systems and developing the technology solutions required to transform
asset data into actionable intelligence, improve asset and investment decision-making, and unlock new opportunities for VicTrack and the Victorian transport ecosystem.

The role leads the strategic development and integration of VicTrack's asset intelligence technology environment, including an organisation-wide asset management information system, geographic information system (GIS), asset data platforms and associated analytical capabilities. It establishes the asset focused technology architecture, standards and governance required to create trusted, connected and accessible asset information and enable advanced analytics and AI-enabled decision support.

The position provides strategic leadership for operational technology solutions for the transport ecosystem, including operational technology (OT) architecture, technology planning, integration and cyber resilience. It will support ensuring that asset-related technologies and critical infrastructure are secure, interoperable, scalable and capable of supporting VicTrack's long-term asset management requirements and broader interfaces across the Victorian transport ecosystem.

A key focus of the role is identifying and enabling new opportunities through technology. Drawing on expertise across AI, analytics, OT and emerging technologies, the role identifies where new technologies can improve asset performance, create new capabilities and enable VicTrack to play a broader and more innovative role within the transport ecosystem. It leads the translation of emerging technologies into practical strategies, architectures and scalable applications.

Working closely with Innovation and New Markets, Asset Performance and Optimisation and Enterprise IT, the role connects asset needs, data and technology, shaping the technology direction required to support increasingly intelligent, connected and resilient transport assets.

## Key accountabilities/functions

Position accountabilities

1. **Leadership and role modelling:** Actively model expected behaviours and values of a high performing organisation and role model consistent leadership by maintaining a regular and meaningful presence in the workplace, building capability and engagement. Lead and develop a high-performing multidisciplinary team, fostering technical excellence, innovation and continuous learning. Support workforce capability uplift in emerging technologies, cyber, operational technology, AI, risks and investment priorities.
1. **Enterprise collaboration:** Actively champion and model ways of working that supports organisational outcomes and strengthens cross functional working, foster and maintain high trust relationships between teams, peers and stakeholders that contributes to a culture that supports organisational performance and delivery.
2. **Stakeholder influence and executive advice:** Build trusted relationships across VicTrack, government agencies, transport operators and industry partners to strengthen transport-sector analytics capability and intelligence-led decision-making that improves whole-of-system outcomes. Influence decision-making, align diverse stakeholders around a shared technology vision, and foster collaboration that supports enterprise and transport-sector outcomes. Provide strategic advice to the Executive Leadership Team and Board on asset intelligence and technology trends, investment priorities, risks and opportunities.
3. **Asset intelligence and analytics leadership:** Lead asset intelligence capability, including the systems, data foundations, governance and analytical frameworks required to transform asset data into trusted intelligence and actionable insights that inform strategy, asset management, investment prioritisation and long-term planning.
4. **Advanced analytics and informed decision making:** Lead the identification, evaluation, development and implementation of advanced analytics, predictive models, digital twins, AI enabled decision support capabilities and other emerging digital technologies that improve evidence-based planning, forecasting, proactive asset management, lifecycle optimisation, performance, risk identification and investment decision-making across VicTrack's released and controlled assets.
5. **Asset management information systems and data platforms:** Lead the strategic development, architecture and governance of VicTrack's asset management information system (single source of truth for asset data), GIS platform, asset data ecosystem and associated technologies. Ensure platforms are scalable, interoperable and enable consistent asset management practices, advanced analytics and effective information sharing and collaboration across the transport ecosystem.
6. **Artificial Intelligence and emerging technology leadership:** Drive transport system leadership for the application of AI, digitisation and emerging technologies, identifying opportunities to improve productivity, decision-making, service delivery and transport outcomes. Guide policy, governance and adoption approaches that enable safe, responsible and effective adoption.
7. **Technology innovation, opportunity development and scalable deployment:** Identify where new and emerging technologies can unlock value, improve productivity, enhance asset performance, create new capabilities and support new revenue or strategic opportunities. Translate opportunities into practical strategies, assessment, piloting,

governance and scalable deployment. Ensure innovation initiatives are aligned to enterprise architecture, business priorities and transport-sector requirements.

8. **Cyber security and operational technology resilience:** Oversee critical infrastructure technology risks and ensure effective controls, assurance mechanisms and resilience capabilities are in place across relevant operational technology environments.
9. **Operational technology strategy and architecture:** Provide strategic leadership for operational technology architecture, integration, standards and technology planning. Ensure OT environments are secure, interoperable, scalable and aligned to VicTrack's long-term asset management objectives and transport-sector requirements.
10. **Architecture and technology governance:** Establish and govern architecture, technology standards, design principles and technology assurance frameworks. Ensure technology investments and solutions are secure, scalable, interoperable and aligned with business, asset and data strategies.
11. **Transport strategy development and implementation:** Lead the development and execution of a Victorian rail AI and transport technology strategy, aligning asset intelligence, AI, data, OT and information capabilities with organisational priorities, future transport needs and long-term strategic objectives. Shape the technology direction required to support increasingly intelligent, connected and resilient transport assets across Victoria.
12. **Transport ecosystem leadership and integration:** Work closely with Innovation and New Markets, Asset Performance and Optimisation, Enterprise IT and external stakeholders to identify and shape technology opportunities where technology or asset intelligence can create new value across the Victorian transport sector. Promote interoperability, collaboration and shared technology capabilities to maximise value and enable future transport outcomes.
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, emerging leaders and foster a positive and collaborative organisational culture.
2. **Working collaboratively and building trusted relationships**: Demonstrated ability to build strategic relationships and influence outcomes across complex stakeholder environments. Proven capability to establish trust, foster collaboration, align diverse stakeholder groups around a shared vision, and work effectively across organisational, government, industry and partner boundaries to deliver common objectives.
3. **Strategic delivery and performance:** Demonstrated experience delivering high-quality outcomes that meet the expectations of senior executives, Board and key stakeholders. Proven ability to translate strategic priorities into practical delivery plans, manage competing priorities, risks and resource constraints, align investment decisions to organisational objectives, and achieve measurable outcomes in complex environments.
4. **Asset intelligence and advanced analytic leadership:** Demonstrated experience leading asset intelligence, data or analytics capabilities within transport, infrastructure or other asset-intensive environments. Strong understanding of asset data, performance

analytics, predictive maintenance, digital twins and evidence-based investment decision-making. Extensive experience developing and implementing data and analytics strategies and capabilities, including GIS and asset information systems.

5. **Asset information systems, data platforms and governance:** Demonstrated experience leading the strategy, architecture, development or governance of asset management information systems, GIS, enterprise asset data platforms and associated information ecosystems. Strong understanding of data governance, interoperability, information architecture and the establishment of trusted and authoritative sources of asset information that support asset management, analytics and organisational decision-making.
6. **AI and emerging technology leadership:** Proven leadership in harnessing AI, advanced analytics and emerging technologies to transform organisational capability, unlock new opportunities and improve decision-making. Demonstrated ability to move technologies from concept to scalable implementation through effective governance, stakeholder engagement and value realisation.
7. **Operational technology and cyber resilience:** Extensive experience providing strategic leadership of OT architecture, cyber resilience and critical infrastructure technologies. Demonstrated ability to manage technology risk, establish robust governance frameworks and ensure operational technologies remain secure, resilient, interoperable and fit for future transport needs.
8. **Transport technology leadership and influence:** Proven ability to shape technology strategy and influence system-wide outcomes across complex transport, infrastructure or critical infrastructure environments. Demonstrated success building partnerships, identifying future technology opportunities and translating innovation into practical initiatives that deliver organisational and ecosystem-wide benefits.

## 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. Demonstrated senior leadership experience in asset data analytics, AI, digital, technology, architecture and governance or major technology investments (mandatory).
2. Demonstrated experience developing digital, AI or asset intelligence strategies and roadmaps (desirable).
3. Experience within transport, infrastructure, critical infrastructure or complex asset intensive data (mandatory)
4. Experience managing cyber resilience and operational technology risks within complex environments (desirable).
5. Relevant tertiary qualifications in technology, engineering, information systems or a related discipline (desirable).
6. Proven ability to influence executive stakeholders and lead system-wide change (desirable).
7. Experience working across multiple stakeholder organisations and complex governance arrangements (desirable).

## Interpersonal and other features

### Internal relationships

- All VicTrack employees
- Chief Executive and Executive Leadership Team
- Project Management Office
- Transformation Office
- Feasibility Hub
- Innovation and New Markets
- Asset Performance and Optimisation
- Enterprise IT

### External relationships

- Department of Transport and Planning
- Rail and transport operators
- Technology providers and partners
- Government agencies
- Cyber security and critical infrastructure stakeholders
- Industry bodies and advisory groups

- All VicTrack customers
- Vendors and/or suppliers

## Ordinary hours of work

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

## Why work for VicTrack?

### Our mission

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

### Our vision

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

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.