



General Manager, Property & Place

Division:	Customer, Operations & Place
Reporting to:	EGM Customer, Operations & Place
Classification/Band:	SESB1
Location	Sydney, Canberra or Newcastle

About the High Speed Rail Authority

The Australian Government is planning a future high speed rail network to connect Brisbane, Sydney, Canberra, Melbourne and regional communities across the east coast of Australia.

The High Speed Rail Authority (the Authority), an independent corporate Commonwealth entity governed by an independent board, is leading the development and delivery of High Speed Rail.

The first part of the National High Speed Rail, will connect Newcastle to Sydney on a dedicated new railway using trains travelling up to 320km/h, and is now in the Development Phase.

High Speed Rail will contribute to a number of key Australian Government priorities, including increased economic productivity, new housing options, regional economic and tourism development and contributing to net zero.

More information about the Authority and our work is available at: www.hsra.gov.au

Primary Purpose of the Role

The primary purpose of the role is to direct the planning and delivery of strategic property and place initiatives that enable timely property acquisition and the creation of vibrant, connected precincts that support a world-class high speed rail network. The role oversees the development and application of expertise to plan, acquire and manage land and property interests, integrating placemaking and precinct considerations into project and property decisions to achieve long-term public and commercial outcomes. The role also provides leadership across the full property lifecycle, ensuring due diligence, engagement, protection and risk management processes are consistently applied to maintain momentum through the Development Phase and prepare for future delivery.

Key Responsibilities

Key Responsibilities Include:

Property Acquisition and Management

- Lead the development and implementation of acquisition strategies that align with project milestones, financial parameters, legislative frameworks, and stakeholder expectations.
- Oversee large-scale and complex property acquisitions, ensuring consistent application of expert advice, due diligence, valuation, and governance processes across all work packages.
- Direct engagement with property owners and acquisition agencies to negotiate and secure timely settlements, resolve issues, and maintain momentum across the acquisition pipeline.
- Monitor, evaluate, and report on acquisition progress, identifying risks and recommending adjustments to support delivery timelines, financial performance, and governance standards.
- Provide expert advice on property risks, opportunities, and resolution pathways, balancing project imperatives, stakeholder interests, and long-term strategic value.
- Manage the ongoing protection, management, and divestment of land interests, ensuring consistency with government policy, program objectives, and statutory obligations.

Place and Precinct Integration

- Lead the integration of property, planning, and place functions, ensuring project and acquisition decisions anticipate and enable future station, precinct, and regional development opportunities.
- Collaborate with planning, design, and stakeholder teams to embed place-making principles into design, commercial, and property strategies that deliver cohesive and sustainable outcomes around future stations.
- Identify and progress opportunities for early activation and value creation, including temporary or interim uses that strengthen community confidence and visibility of the program.
- Coordinate with relevant planning agencies to align corridor planning, land-use, housing, and infrastructure priorities with long-term precinct and regional outcomes.
- Provide expert advice on place-based policy, planning controls, and development readiness, ensuring property and corridor decisions contribute to broader economic, social, and environmental objectives.
- Champion best practice in urban design and place strategy, staying informed of domestic and international innovations that enhance the quality and sustainability of high speed rail precincts.

Knowledge, Experience and Skills

The below table shows the technical and core professional capabilities required for this role, as well as the skills and experience needed to fulfill the relevant capabilities

Capability	Skills and experience with the ability to
Qualification & Experience	• Proven experience leading complex property or infrastructure programs within government or major project environments. • Demonstrated ability to manage significant budgets and financial reporting in line with accountability requirements • Strong understanding of property acquisition and precinct planning on major infrastructure projects.

Technical Skills	• Expertise in land acquisition, valuation, due diligence, and governance processes. • Knowledge of planning, place-making, and development principles supporting integrated property outcomes. • Ability to interpret and apply relevant legislation and policy across jurisdictions.
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Key Stakeholders

The below table shows the internal and external relationships that will be necessary in this role

Relationship	Relationship Requirement and Objective
Internal	
	• Chief Executive Officer & the Board • Executive General Manager, Customer, Operations and Place • HSRA Executive • Project Directors • Communications and Engagement team
External	
	• Government Bodies • External Partnerships and Contractors • Property and Landowners

Core Capabilities

Core capability as a member of the executive team	
Stakeholder Engagement	• Engage confidently with government, industry, and community stakeholders, including councils, agencies, First Nations groups and local businesses. • Translate technical or legal information into clear strategic advice for decision-makers. • Build and maintain productive partnerships that enable coordinated delivery.
Proactive Risk and Opportunity Management	• Identify and address risks and opportunities early, embedding mitigation strategies into planning and delivery. • Adjust plans and approaches to maintain resilience, capture emerging opportunities, and ensure continuity. • Collaborate across teams to ensure a shared understanding of risk and opportunities, and promote a culture of accountability and foresight.
Strategic Thinking and Problem Solving	• Align team priorities and activities with the Authority's strategic objectives and project outcomes. • Apply critical thinking and innovation to resolve complex property and planning issues. • Make timely, evidence-based decisions that balance technical, financial, and stakeholder needs.

Leadership	• Lead high-performing teams, building capability and accountability while fostering their development and growth. • Model and uphold the Authority's culture and values. • Drive a performance-focused, collaborative environment that delivers tangible outcomes
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Behavioral indicators

The following behavioural indicators are key attributes that will be require for this role to succeed

Behavioral indicators as a member of the executive team	
Collaboration & Influence	• Builds trust-based relationships across diverse stakeholder groups, fostering alignment and shared ownership of outcomes. • Navigates sensitive issues with diplomacy and empathy, influencing decisions through respectful engagement and strategic insight.
Adaptability & Resilience	• Responds constructively to ambiguity and change, maintaining composure and clarity under pressure. • Supports teams through transformation, modelling resilience and encouraging flexibility in dynamic environments.
Communication & Presence	• Communicates with clarity, warmth, and credibility across all levels, tailoring messages to audience needs. • Listens actively and respectfully, creating space for diverse voices and facilitating open dialogue.
Strategic Thinking & Judgement	• Synthesises complex information into clear, actionable insights that support executive decision-making. • Anticipates reputational and social risks, applying sound judgement to guide strategic engagement approaches.
People Leadership & Culture Building	• Fosters inclusive, high-performing cultures where people feel valued, heard, and empowered. • Coaches and mentors with emotional intelligence, modelling integrity and accountability in all leadership interactions.

Eligibility Requirements

Employment with the Authority is subject to conditions prescribed within the [Public Service Act 1999](#) included

Requirement	Details
Citizenship	Must Australian citizen to be eligible for employment with the Authority.
Qualification	Degree or equivalent working experience.
Pre-Employment Screening	National Police check is a mandatory requirement
Security Clearance	Baseline

Values - High Speed Rail Authority

At the High Speed Rail Authority, our values guide the way we work together and how we deliver for our people, partners, and communities



Australian Government
High Speed Rail Authority



Our Values



Safety and wellbeing

In work and delivery, safety is everyone's responsibility. We value wellbeing and foster a culture where teams thrive.



Teamwork and respect

Our people and culture drive our success. We respect each other, value differences and work together to create a positive and productive workplace.



Accountability and integrity

We own our actions and our commitments. We build trust through honesty, transparency and ethical choices.



Agile and learning

We are efficient, flexible and responsive, enabling clear decisions. We look for improvements, learn, adapt and embrace change.



Impact and innovation

Our work has purpose. We work together to solve problems, create sustainable solutions and make a lasting difference for Australians.