



Position Description

Position:	Delivery Lead - Infrastructure
Location:	Picton (Minimum 3 days a week in Picton)
Reports to:	GM Infrastructure (FHL)
Direct Reports:	None
Key External Relations:	Port Marlborough New Zealand Limited KiwiRail Holdings Limited NZ Transport Agency

Our organisation

Ferry Holdings Ltd (FHL) is a government-owned company established in March 2025 to lead the Cook Strait Ferry Replacement Programme, providing a safe, resilient and reliable inter-island transport connection within an agreed funding envelope. Ferry Holdings provides commercial, technical and programme leadership, working in collaboration with KiwiRail, CentrePort, and Port Marlborough.

While delivery of port infrastructure is led by the respective port companies, FHL is responsible for programme integration, interface management, and independent assurance across all delivery partners.

FHL is authorised to act as an independent, decision-making body, while operating within the parameters set for it by the Government and being transparent and accountable for its decisions. The FHL Board reports to the shareholding Ministers for Rail, Finance, and Transport.

More information about our company and our work is available on our website:
www.ferryholdings.co.nz

Core FHL Workstreams

The Cook Strait Ferry Replacement Programme (FRP) is structured around four workstreams, each with distinct responsibilities and interdependencies:

1. **Ports Infrastructure** to deliver fit-for-purpose port infrastructure in Wellington and Picton aligned with ship specifications, maximising reuse of existing assets and minimising Government cost.
2. **Ships to procure** and deliver two new, rail-enabled ferries through a competitive process, meeting Interislander's freight and passenger needs to 2050 and beyond.
3. **Commercial and Financial** to develop commercial, funding, financial management and risk frameworks to enable delivery within budget, acknowledging and protecting Government interests.
4. **Enabling Services** to establish, support and manage the Governance and internal platforms and systems to deliver the programme and ensure accountability.

Role Overview

As a key member of the Infrastructure Team, the Delivery Lead will work across our project delivery partners, CentrePort, PMNZ, KiwiRail, NZTA, and other delivery partners to ensure the port project delivery schedule reflects and supports integration across the entire FRP programme through proactive interface management, coordination and planning, of integrated port infrastructure solutions for the FRP Programme.

This is a critical programme enabling role, empowered to challenge delivery partners and escalate unresolved integration or assurance issues to the GM Infrastructure and, if necessary, to the FHL Board or Steering Groups. The role works with our delivery partners to ensure that the port infrastructure programme is delivered safely, reliably, on time, and within budget, while maintaining strong stakeholder relationships, contractual integrity, and robust interface management.

The Delivery Lead focus is on integration and interface management, programme assurance, and performance monitoring of the ports projects and KiwiRail. The New Zealand Transport Agency and Iwi are also key FHL stakeholders. This role will work very closely with these key stakeholders across the programme.

FHL's infrastructure team is highly capable and experienced, comprised of GM Infrastructure, Programme Manager, Interface Manager and an Associate Project Manager. The team is supplemented by technical support from consultants that provide Subject Matter Experts in infrastructure, requirements and project management support. Once the detailed infrastructure design is agreed by all parties, his role will

initially focus on integration support during the design phase, transitioning to a primary focus on independent assurance and oversight of delivery partners as the ports commence on-site delivery works.

Key Responsibilities

In partnership with the ports and KiwiRail, the infrastructure team supports delivery of fit-for-purpose port infrastructure in Wellington and Picton aligned with ship specifications, port and operational requirements with a strong emphasis on maximizing reuse of existing assets and minimizing cost.

Day to day, our Delivery Lead will be imbedded and be part of our delivery partner's project delivery team. As our on-the-ground representative, you will work alongside the project partners project directors, add value to the successful delivery of the project and ensure our role as programme integrator is fulfilled.

Key work areas include:

- Confirming infrastructure scope requirements and costs, with these documented in Project Agreements with CentrePort Limited (CPL) and Port of Marlborough NZ(PMNZ) and KiwiRail – contributing to finalisation of the Commercial arrangements between all parties overseen by FHL's Commercial and Finance Director.
- Providing strategic oversight of the implementation of these agreements with our counterparties.
- Reporting on the ports' project progress to the GM Infrastructure and FHL Board if necessary, supporting Directors to effectively discharge their governance responsibilities in relation to the ports infrastructure development programme.
- Leading the identification, documentation, and management of all technical, operational, and contractual interfaces between FHL, port companies, KiwiRail, NZTA, and other stakeholders.
- Managing, implementing and maintaining interface registers, risk registers, and assurance frameworks in line with best practice.
- Building and maintaining trusted relationships with delivery partners, Iwi and local authorities.
- Providing independent assurance to FHL that port infrastructure delivery is on track, compliant, and aligned with FRP programme objectives.

Key Responsibilities

1 Senior Leadership Team Support

- Support the GM Infrastructure and Ports Infrastructure Workstream in organisational planning, governance (including attendance at the Project Control Group meetings, and leadership).
- Adopt and apply strategic focus, collaborative input, execution excellence and role model values.
- Champion integration and interface management as a core programme value.
- Escalate unresolved integration or assurance issues as appropriate.

2 Portside Infrastructure Delivery

- Provide an independent report on port performance against the integrated programme schedule.
- Work with the Port to ensure the delivery schedule reflects and supports integration across the overall programme.
- Represent the view of FHL in port delivery and be embedded in port delivery activities to ensure FHL oversight integration and assurance.
- Support both ports in the management of technical interfaces (e.g. management of an interface register).
- Work with the Programme Manager and Interface Manager to identify and manage interdependencies between both ports and support an integrated approach to delivery.
- Maintain contracts register and ensure the contractual obligations of the ports continue to be upheld.
- Manage the port delivery team / FHL relationship ensuring an effective and professional working relationship is maintained that best represents FHL interests.
- Consider the opportunities at a programme level, engaging across other workstreams and identify such opportunities to the programme manager..
- Implement and manage interface registers and risk registers for all portside integration points.
- Actively challenge delivery partners where integration, risk, or assurance standards are not met, and escalate as required.
- Lead or coordinate independent audits, quality reviews, and lessons-learned exercises.

3 Infrastructure Working Groups (One for Each Port) Oversight

- Attend these meetings, provide agenda items, take minutes and draft reports.

- Ensure integration and interface issues are standing agenda items and are tracked to resolution.
- Provide intel to the GM Infrastructure to support accurate reporting, including integration risks, interface status, and assurance findings.

4 Programme Alignment

- Provide information to the GM Infrastructure to inform the Project Control Group (PCG) and escalate to the PSG if necessary
- Provide integration status updates and highlight cross-workstream dependencies and risks.

5 Stakeholder Engagement

- Maintain tactical day-to-day relationships.
- Lead engagement with Iwi and local authorities, ensuring cultural values and Treaty obligations are respected.

6 Programme Milestone Reporting

- Provide input and flag issues to the GM Infrastructure, including integration milestones. Escalate slippage or unresolved issues.
- Proactively work with ports delivery Project Directors to ensure the projects baselined programme is actively managed and risk mitigated.

7 Financial Management

- Assess and manage project “Change Control” or variation requests within project level delegations.
- Escalate change management procedures to the PCG as required under the projects delegated authorities.
- Maintain a project level cost reporting framework including costed resourcing and cost to complete visibility for monthly reporting to the GM Infrastructure.
- Work with cost managers / estimators to ensure monthly partner payment claims are robustly assessed and validated before approving payment to GM Infrastructure.
- Identify and note any expenditure deviations.

Essential Knowledge, Skills, Personal Attributes and Experience

- Preference for Marine Infrastructure Construction experience with a minimum of 3 to 5 years minimum previous experience in a similar role in infrastructure delivery / construction.
- Capable of working autonomously in remote New Zealand (Picton for the Picton based role) for a minimum of 3 days a week.

- Can assimilate into an existing project delivery team, add value and build relationships.
- Represents our organisational interests with professionalism and integrity.
- Build trusted relationships with colleagues. Communicate complex issues clearly and diplomatically to support sound decision-making.
- Committed to building a positive, high-performing culture and delivering outcomes aligned with shareholders and public expectations.
- Demonstrated experience in integration and interface management on complex infrastructure programmes or projects.
- Experience implementing and managing interface registers, risk registers, and assurance frameworks in line with international best practice.
- Demonstrated authority and confidence to challenge delivery partners and escalate issues constructively.