

TRANSDEV IS HIRING a Head of Assets

Transdev Australasia, Sydney

April 2025

Mobility Company

At Transdev, we are proud to make 12 million people travel everyday around the world to efficient, simple and eco-friendly transport services that serve the territories.

Because we operate a wide range of transportation modes (Metro, Commuter Trains, LRT/ Tramways, Bus Rapid Transit, Buses, Coaches, ferries, etc.) and as we are established in 19



countries across five continents, everywhere we are, we aspire to promote the initiative of our multicultural teams.

Joining Transdev means joining men and women who serve others and work in a meaningful industry: mobility.

Destination/ Roadmap

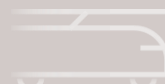
Transdev John Holland operates in a complex and competitive environment with changing demographics, increased populations in our cities and changing needs from public transportation providers across numerous jurisdictions in Australasia.

The Head of Assets is responsible for leading the Asset and Maintenance function to ensure the delivery of safe, reliable, and well-presented buses and facilities for the Client, members of the public and employees, and achieve Transdev John Holland Buses' (TJHB) contractual obligation and financial target.

To Apply

Apply on www.transdev.com under Job Offer / Ref: req9347, click [here](#) to apply.

Or send you CV to Denis Ferrand International HR Support, Careers & Staffing Director
denis.ferrand@transdev.com



Contextual Information

Clients and customers are raising the expectations of transport providers, in areas including but not limited to customer experience, safety, value for money, and sustainability both during formal procurement processes and through the life of each of our contracts. Advances in technology are heralding new disruptive models such as on demand transport and automated vehicles. We have a highly skilled ageing workforce that needs the support in adapting to change and be progressively replenished with a new generation of Journey Makers.

Transdev John Holland Buses (NSW) is an integrated joint venture partnership between Transdev Australasia and John Holland. Our joint venture for Region 9 combines the know-how of one of the world's leading mobility companies and one of the nation's leading integrated infrastructure, transport and building companies. Transdev and John Holland share a passion for public transport, safety, customer experience and the people that make it happen.

Transdev John Holland Buses (NSW) will provide commuters in Sydney's CBD and Eastern suburbs with a greener, more reliable journey. The region includes some of the city's busiest bus routes with a patronage of 67 million customer journeys in a typical year.

Key Responsibilities

The main responsibilities are as follows:

Performance

- ✳ Develop and implement an annual Asset Management Plan and Annual Works Plan, with the view of contributing to the successful delivery of the overarching TJHB Strategic Business Plan. • Have a focus on enhancing asset performance through

increasing the availability and analysis of data, and the provision of innovative solutions that increase value for money

- ✳ Develop KPIs/goals for Assets and Maintenance team that align with the overarching strategy.
- ✳ Coach and guide the Assets and Maintenance team in achieving these targets.
- ✳ Communicate and provide constructive feedback to the workforce by demonstrating transparency and build trust
- ✳ Measure KPI/goals and provide information regularly to the workforce
- ✳ Ensure the delivery of asset management planning to meet operational requirements through sound communication and planning.
- ✳ Meet performance objectives in relation to asset availability, asset reliability, asset presentation & budget

Leadership

- ✳ Provide leadership, management skills and personal qualities and business acumen that inspires staff to think, act and behave in a safe manner that supports the delivery of an excellent customer experience.
- ✳ Develop and implement systems which drive and enhance the culture of the Asset and Maintenance team
- ✳ Manage the performance of the team members within the Asset and Maintenance function and provide counsel and feedback to ensure organizational and personal development objectives are achieved;

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- ✳ Ensure that all activities of the broader organization comply with established policies and procedures
- ✳ Work closely with the People and Culture Team to develop succession and workforce planning and skills development to ensure adequate people resources to achieve strategic goals.

Budget

- ✳ Ensuring the delivery of the Asset and Maintenance function is carried out within budget constraints.
- ✳ Work closely with the Head of Finance & Commercial to forecast and manage budgets, and assess financial performance against financial & operational goals.
- ✳ Continuously monitor asset management performance, budget and resourcing, and implement corrective action as needed

Health, Safety, Environment and Quality (HSEQ)

- ✳ Maintain required asset accreditations in accordance with passenger land transport and general regulatory requirements, develop relationships with the regulator and facilitate audits.
- ✳ Drive asset performance and strive for continuous improvement while ensuring compliance with regulatory and health, safety, environment and quality (HSEQ) requirements
- ✳ Manage the development, implementation and maintenance of programs that drive and enhance safety culture.
- ✳ Ensure all HSEQ frameworks, policies and procedures are implemented and continually improved.

- ✳ Building trust and credibility with their team through open communication and consultation on HSEQ issues, changes and problem solving.
- ✳ Other duties and responsibilities may be required from time to time.

Required Education and Experience

- ✳ Clear understanding of Heavy Vehicle regulations and standards, including holding and maintaining a NSW HR Licence (or above) and a Heavy Vehicle Inspection Ticket – required
- ✳ Extensive asset management experience at a senior level in a transport operation and highly regulated environment – Large Bus Operator experience highly desirable
- ✳ Knowledge and experience with Electronic Based Maintenance System (HxGN EAM) highly desirable
- ✳ Relevant tertiary qualification in transport, business or related discipline – highly desirable
- ✳ Experience in fleet maintenance leadership roles, leading multi trades staff across several fleet maintenance workshops.

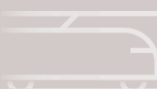
Skills

- ✳ High level interpersonal, communication and negotiation skills commensurate with a dynamic business
- ✳ Understanding of budgets and planning
- ✳ In depth knowledge of the relevant legislation and applicable asset management standards
- ✳ Demonstrated experience in a business environment that requires the use of analytical and problem-solving techniques

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- ✳ High level knowledge and understanding of transport safety legislation
- ✳ Sound analytical and problem-solving skills and ability to make or provide sound advice for decision making
- ✳ Ability to manage and maintain assets in a commercially focused environment with a strong customer and safety focus
- ✳ Ability to develop and implement systems and procedures, to ensure compliance with those procedures and to manage risks
- ✳ Strong communication and negotiation skills and demonstrated ability to develop and maintain sound working relationships with key stakeholders
- ✳ Proven ability to prepare clear and concise reports and submissions
- ✳ Demonstrated commitment to continuous improvement and experience with quality assurance systems

Competencies

- ✳ Leadership

Performance

- ✳ Builds an environment of trust and establishes credibility with both internal and external stakeholders
- ✳ Drives accountability for results and takes responsibility to move initiatives forward
- ✳ Establishes clear goals and focuses on achieving performance targets
- ✳ Motivates individual team members, encourages feedback and recognises successes

Innovation

- ✳ Influences others to embrace new ideas, approaches and technologies

- ✳ Proactively identifies, addresses and actions potential challenges
- ✳ Supports team members through change and actively seeks learning opportunities for themselves and their team
- ✳ Challenges the status quo and encourages others to do the same

Collaboration

- ✳ Lives the Transdev John Holland values, acts as a role model for professional and respectful behaviour, ensuring diverse views are respected and sought
- ✳ Generates excitement, enthusiasm and commitment to the business goals and strategy
- ✳ Fosters an environment of knowledge sharing, engagement and future opportunities
- ✳ Understands how and when to appropriately consult, provide and accept feedback

Safety

- ✳ Openly and effectively promotes a common understanding of health, safety and environment issues
- ✳ Monitors team activities and adherence to health, safety and environment standards while improvement opportunities are identified and acted upon
- ✳ Oversees and ensures health, safety and environment is never compromised, even under pressure
- ✳ Reviews health, safety and environment risks and risk management, implementing changes as necessary

Language

- ✳ English full proficiency is required

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Additional information

🕒 Location: Region 9, Sydney, Australia

🕒 Reports to: Managing Director

🕒 Number of direct reports: 3

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