

Rail Remuneration Insights Report

July 2022

ara.net.au





Welcome

Welcome to the Australasian Railway Association's (ARA) third Rail Remuneration Insights Report.

The huge number of major projects underway or planned has led to continued strong demand for skilled workers across the infrastructure sector. As we emerge from two years of border restrictions, skills gaps for key roles remain a significant issue.

Our latest Rail Remuneration Insights Report, produced in partnership with BDO and REMSMART highlights the key findings from our most recent rail remuneration survey, and identifies the issues we will need to work to address together to make sure we can continue to meet the significant demand for rail in Australia and New Zealand.

We release this report twice yearly to inform the industry's efforts to support skills development for the long term. ARA members who take part in the remuneration survey will access more detailed insights through our REMSMART portal, developed by BDO specifically for the rail industry.

To find out how to be involved in the next survey, contact ARA General Manager Workforce Development Fiona Love at flove@ara.net.au.

Caroline Wilkie
Chief Executive Officer



Australian rail market overview

The Australian rail industry generates \$29.8 billion in economic activity each year and supports 165,000 direct and indirect jobs.

The industry has fostered a loyal workforce, with many people forging long and rewarding careers in rail. Those longer tenures have led to a higher average age of people working in rail.

With \$155 billion in rail investment planned over the next 15 years, the attraction of key talent to the rail industry is a critical issue that will only grow in importance as new projects come online.

There are many reasons why skilled workers may choose the rail industry to support their career growth. The current pipeline of projects provides a long term opportunity to work on exciting initiatives across the country. Many of these projects are adopting new technology and innovation, forging new frontiers for the rail industry. This makes for an interesting career opportunity for many skilled workers.

The wider benefits rail offers our economy and community are also clear. Greater use of rail helps reduce emissions, supports healthy lifestyles, improves safety and generates economic opportunity. Rail workers have the chance to support the industry's contribution.

Of course, the industry also offers the opportunity to pursue rewarding, well paid work.

This insights report seeks to highlight how the industry is supporting and rewarding its people, and the key issues facing its workforce.



Industry priorities

There are four key issues that will shape the future of rail.

1.



Sustainability

Rail generates fewer emissions and supports the development of safe and sustainable cities and towns. It will be an essential part of easing congestion and taking cars and trucks off the road to support Australia's path to net-zero emissions. In recognition of the importance of this issue, more organisations have established an Environmental Social Governance (ESG) framework in their business.

2.



Technology

Technology and innovation is driving the next generation of rail. Data, analytics and automation are now key skill sets for people working in the industry. Greater technology adoption will improve efficiency and safety, while enhancing the customer experience for those using the rail network.

3.



Labour and skills issues

The industry continues to face skills shortages in key roles across the rail supply chain. Workforce challenges in managing the ongoing COVID-19 pandemic, persistent national skills shortages and a lack of industry development have contributed to the challenge. As a result, salaries are expected to rise by an average of 3.8 per cent in the rail industry this year, with in-demand key roles to be paid between 7 and 12 per cent higher than other comparable roles.

4.



Industry development

The industry will need to attract and retain new talent to meet future demand. The ARA is actively engaging with government and the tertiary sector to build stronger pathways for people seeking a career in the rail industry.

Rail remuneration survey demographics

Our third rail industry remuneration survey was conducted from October 2021 to May 2022. The following snapshot provides an overview of the organisations that took part and the data we received.



50



Organisations

Participated
(parent and subsidiaries)

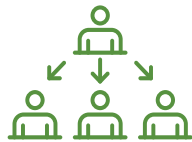
Breakdown by location

Western Australia	38%	New South Wales	15%
Victoria	23%	South Australia, Tasmania, ACT	5%
Queensland	19%		

Over

50,000

Lines of data



400

Roles surveyed



Attracting talent

There are a number of challenges the rail industry must confront to meet future demand. The following provides a summary of the challenges as identified by the rail industry remuneration survey.

Age

Rail has a higher than average age bracket across its workforce, with fewer people joining the industry than those that are retiring. Unless proactively addressed, this could distort the balance of skills and capabilities needed to meet existing demand, support growth and productivity improvements in the future.

The survey found almost half of the rail industry's talent can be found in the top two age brackets, highlighting the importance of welcoming new people to the industry to meet long term demand.



Baby Boomers (55+)	16%	Gen Y (25-39)	45%
Gen X (40-54)	33%	Gen Z (Below 25)	5%

Skills shortage

There are several key roles facing skills shortages in the rail industry. In many cases, these roles are also in demand across sectors including construction and mining, making it harder to secure talent. Rail in Australia is facing a squeeze with the following roles:

- Signal technicians
- Train controllers
- Technical trainers
- Technology
- Experienced drivers
- Maintenance staff
- Engineers
- Assurance engineers



Attracting talent

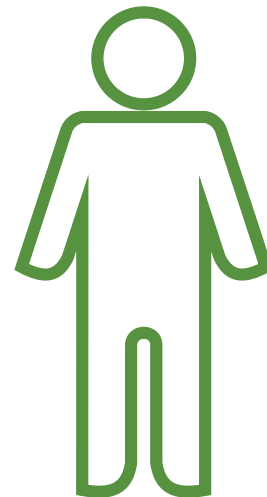
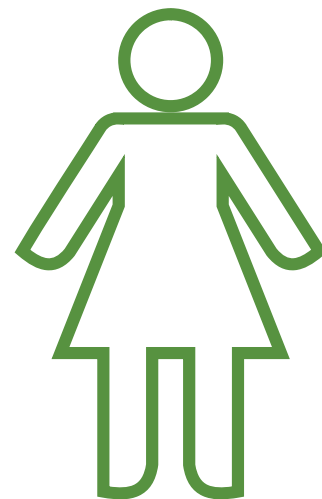
Diverse workforce

The ARA releases a Gender Diversity Report every two years to track the industry's progress across Australia and New Zealand.

The ARA's latest report, released in 2022, surveyed 44 ARA member organisations and found that women made up 24 per cent of the rail workforce, the same proportion of manager roles held by females.

While both the ARA Gender Diversity report and the rail industry remuneration survey confirm the industry is currently performing below national averages, many organisations are taking proactive steps to improve diversity across all aspects of their operations.

Females	24%
Males	76%



Data represents gender breakdown of participating organisations only.

Key findings

The rail industry remuneration survey identified key trends and insights impacting the attraction and retention of talent in the rail industry. These key findings have been derived from the survey data to inform rail organisations' workforce development strategies.

How we analysed the data

The survey asked participating organisations to share information about the roles they employ in the rail industry. These roles were then categorised in two ways.

1. Job functions were identified to group together similar or related roles from across the industry. This was completed following a review of the skill sets each role required, or the discipline they worked within. As a result of this analysis, 16 job functions were identified to capture the roles recorded as part of the survey.

2. Bands were also identified to assess the level of seniority or responsibility of each role identified as part of the survey. This included a review of the management or technical requirements of each role to assess its scope. Four bands were identified to capture the roles recorded in the survey:

- Operational executives
- Section/unit heads or professionals
- Technical experts
- Advanced operational staff



Job function

The survey asked participating organisations to share information about the roles they employ in the rail industry.

The 16 job functions identified were:

- Administration
- Communications and Corporate Relations
- Engineering and Trades
- Facilities Support
- Finance
- Health, Safety, Emergency and Quality
- Human Resources
- Technology
- Legal
- Logistics and Supply Chain
- Operations
- Ports
- Project Management
- Risk Management
- Sales and Marketing
- Strategy and Development

Technology roles receive the highest base salaries for operational and technical expert bands, while project management roles attract the highest base salary in the section/unit head band. Finance professionals earn the highest base salary in the operational executive band.

Technology roles also attract the highest total fixed remuneration (TFR) for operational staff, while project management earns the highest TFR for technical experts. Engineering and rail specific roles are the highest paid in the section/unit head band, while engineering executives earn the highest TFR in their band.

Key findings

Gender

As well as representing a larger proportion of the industry, males were paid an average of five per cent more than females across three of the five bands. However, base salaries were relatively consistent for those in the operational executive band.

Location

Four of the states represented in the survey pay the highest base salary in one of the four bands.

However, Western Australia offers the highest total fixed remuneration most likely due to the greater use of additional allowances or benefits in the state.

Roles by state

Western Australia	38%
Victoria	23%
Queensland	19%
New South Wales	15%
South Australia, Tasmania, ACT	5%

Sector

Contractors are paying management and professional roles higher base salaries than the other sectors, while freight operators are offering higher total fixed remuneration.

This may be due to the freight sector employing more people in the regions, where additional location allowances are offered to employees.

Roles by sector

Manufacturer/Supplier	32%
Contractor/Consultant	29%
Passenger	25%
Freight	14%

Data based on the four main job functions identified in the rail survey, by band.

Key findings



Transport for NSW

Short term incentive pay

Organisations also look at variables to incentivise employees.

Of the 50 organisations participating in the survey, 50 per cent paid employees a bonus or short term incentive (STI). Sign on bonuses and retention bonuses have become a way of incentivising the workforce. These bonuses for senior roles can go up to 75 per cent of Total Fixed Remuneration (TFR). Project completion bonuses range between 10 and 30 per cent of TFR.

% of base salary	REMSMART band levels
21%	Operational executives
15%	Professional/Section Head
13%	Technical Expert
12%	Operational

Premium roles

There are a number of key roles in the rail industry that can attract a premium due to skills shortages and their importance to project delivery. These roles are paid between 8 and 12 per cent more to ensure high performing staff in crucial roles are incentivised when needed.

Signal technicians
Train controllers
Technical trainers
Experienced drivers
Maintenance staff
Engineers
Assurance engineers
Technology (analysts and engineers)

Generational groupings

The average age for the roles surveyed was 45 years. The average age of female managers in rail is 41 and the average age of male managers is 46, suggesting women are getting promoted into management roles earlier.

This is consistent with trends identified in the mining industry.

Baby Boomers (55+)	16%
Generation X (40-54)	33%
Generation Y (25-39)	45%
Generation Z (Below 25)	5%

Key issues facing the rail workforce

A pulse survey was conducted as part of the latest rail industry remuneration survey to assess the key workforce concerns. The following provides a snapshot of our key findings.

Rising turnover



Voluntary staff turnover averages 15 per cent

Focus on graduates



70 per cent of participants are employing engineering and technology graduates

Family friendly benefits



Employers are offering measures such as salary continuance, parental leave, flexible working, health insurance and cultural leave

Investing in culture



Employees value management culture, ESG policy, flexibility, company values and community involvement

Bringing teams together



Lengthy periods of remote working due to pandemic restrictions have resulted in burnout, workplace stress and work/life balance challenges for some employees

ESG drawcard



Young rail industry workers want to ensure the company they work for has a strong stance on ESG

Participating organisations

Thank you to the organisations taking part in our third Rail Industry Remuneration Survey.

ACT Government Light Rail
Passenger

Alstom Transport Australia Pty Ltd
Manufacturers / Suppliers

Arc Infrastructure
Freight

Arcadis Australia Pacific
Contractors

Arup
Contractors

Auckland Transport
Passenger

Aurecon
Contractors

Australian Rail Technology
Manufacturers / Suppliers

Australian Rail Track Corporation Freight

BHP Rail
Freight

CAF Rail Australia Pty Ltd
Manufacturers / Suppliers

Calibre
Contractors

CPB Contractors
Contractors

Department of Planning, Transport and Infrastructure SA (DPTI)
Passenger

Fortescue Metals Group
Freight

Gemco Rail Pty Ltd
Manufacturers / Suppliers

GHD
Contractors

Hitachi Rail STS Australia
Manufacturers / Suppliers

Hitech Group Australia Ltd
Manufacturers / Suppliers

Jacobs Engineering
Contractors

John Holland Group
Contractors

Knorr-Bremse Australia Pty Ltd
Manufacturers / Suppliers

Loram Pty Ltd
Manufacturers / Suppliers

Martinus Rail Pty Ltd
Contractors

Metro Trains Melbourne
Passenger

Molycop (comsteel)
Manufacturers / Suppliers

Network Rail Consulting
Contractors

NSW trains
Passenger

Public Transport Authority of Western Australia
Passenger

Queensland Rail Limited
Passenger

RATP Dev
Manufacturers / Suppliers

RCS Australia
Manufacturers / Suppliers

Rio Tinto
Freight

Roy Hill
Freight

Siemens Mobility
Manufacturers / Suppliers

SNC-Lavalin Atkins Rail & Transit Pty Limited
Contractors

Strategic Connections Group Pty Ltd
Contractors

Strukton Rail Australia Pty Ltd
Manufacturers / Suppliers

Sydney Trains
Passenger

TBH
Contractors

Transdev Auckland Ltd
Passenger

Transdev Australasia Pty Ltd
Passenger

Transport NSW
Passenger

UGL Limited
Manufacturers / Suppliers

V/Line
Passenger

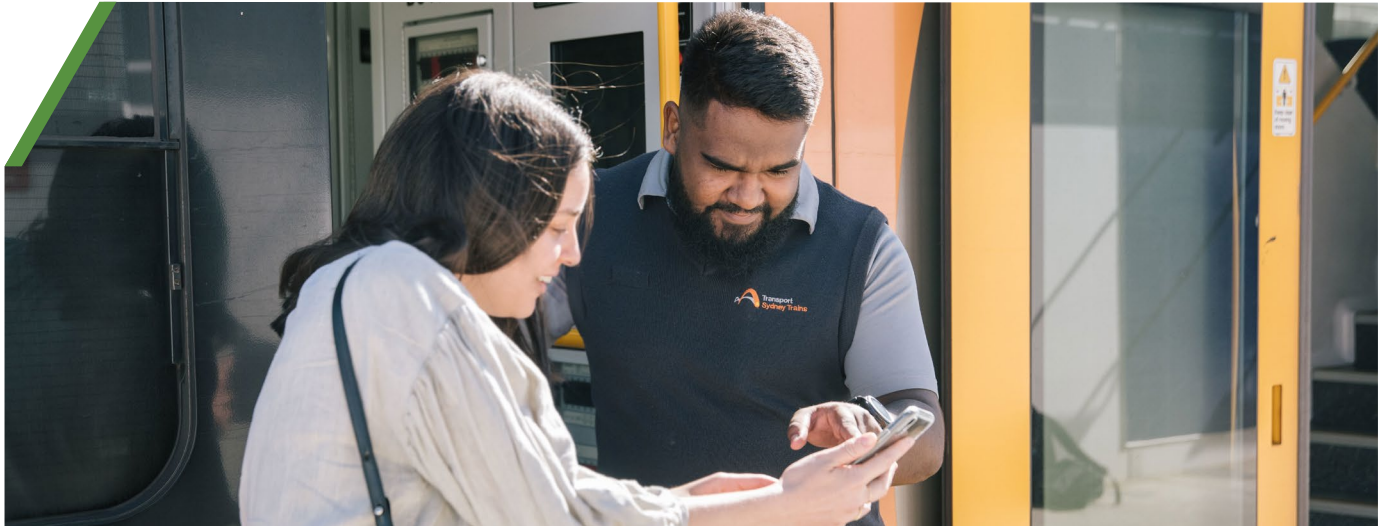
voestalpine Railway Systems Australia Pty Ltd
Manufacturers / Suppliers

Wabtec (Austbreck)
Manufacturers / Suppliers

Wabtec (Faiveley Transport)
Manufacturers / Suppliers

Wabtec Corporation
Manufacturers / Suppliers

WSP
Manufacturers / Suppliers



Transport for NSW

About the REMSMART portal

Taking part in the rail remuneration survey unlocks access to the REMSMART rail remuneration portal, allowing you to benchmark your own organisation against others in the industry.

Participants can use this powerful tool to inform their recruitment strategies and make sure they attract and retain the best talent available.

Benefits of using the portal:

- Compare your remuneration data to the market to test your competitiveness
- Benchmark specific roles to inform your recruitment strategies
- Filter rail roles by location, gender or sector to help you deliver targeted and competitive salaries in key markets
- Filter by job function or grade to inform your remuneration strategies across your organisation

How to take part

ARA members who are E Class or above can access the REMSMART portal for free if they take part in our regular rail industry remuneration survey.

The next survey will take place in October 2022 and updates on how to get involved will be included in the ARA's Weekly Update newsletter.

You can take part in the next survey in three easy steps:

1.

Take part in the survey and share your organisation's remuneration data, confidentially and securely.

Data will be validated by BDO and de-identified before being uploaded to the portal

2.

Log in to REMSMART and access de-identified remuneration data, analytics and reports specific to the rail industry

3.

Make the most of twice-yearly data updates and regular trend reports to stay informed of the latest developments

For more information or to express your interest in taking part, contact BDO Director Remuneration & Reward Services Charmaine Reay at Charmaine.Reay@bdo.com.au

Roles included in the portal

The following list outlines the roles currently included in the REMSMART portal.

Administration

- Administration Assistant
- Administration Clerk
- Administration Manager
- Office Manager
- Personal Assistant - Entry
- Personal Assistant to Executive
- Receptionist
- Senior Personal Assistant
- Site Administrator

Communications and Corporate

- Communication Advisor
- Communication Coordinator
- Communication Manager
- Community Officer
- Desktop Publisher
- Digital Engagement Advisor
- Digital Engagement Coordinator
- Experienced Community Advisor
- Experienced Corporate Affairs Advisor
- Experienced Government Relations Advisor
- Experienced Investor Relations Advisor
- Head of / GM Corporate Affairs
- Head of / GM Government Relations
- Head of Community
- Investor Relations Manager
- Manager Corporate Affairs
- Manager of Community Affairs
- Manager of Government Relations
- Principal Community Advisor
- Principal Corporate Affairs Advisor
- Principal Government Relations Advisor
- Principal Investor Relations Advisor
- Senior Community Advisor
- Senior Corporate Affairs Advisor
- Senior Government Relations Advisor
- Senior Investor Relations Advisor

Engineering and trades

- Apprentice Yr 1
- Apprentice Yr 2
- Apprentice Yr 3
- Apprentice Yr 4
- Auto Electrician
- Carpenter
- Civil Engineering Manger
- Civil Superintendent
- Cost Control Manager
- Design Engineering Manager
- Design Engineering Superintendent
- Electrical Engineering Manager
- Electrical Engineering Superintendent
- Engineering Manager
- Entry Civil Engineer
- Entry Cost Controller
- Entry Design Engineer
- Entry Electrical Engineer
- Entry Environment Advisor
- Entry Mechanical Engineer
- Entry Process Engineer
- Entry Project Engineer
- Entry Project Planner
- Entry Sustainability Advisor
- Environment Manager
- Environment Superintendent
- Equipment Service Person
- Estimating Manager
- Experienced Civil Engineer
- Experienced Cost Controller
- Experienced Design Engineer
- Experienced Electrical Engineer
- Experienced Environment Advisor
- Experienced Environment Scientist
- Experienced Estimator
- Experienced Mechanical Engineer
- Experienced Process Engineer

- Experienced Project Engineer
- Experienced Project Planner
- Experienced Sustainability Advisor
- Graduate Civil Engineer
- Graduate Electrical Engineer
- Graduate Environment Advisor
- Graduate Mechanical Engineer
- Graduate Process Engineer
- HD Fitter
- Head of / GM Civil Engineering
- Head of / GM Design Engineering
- Head of / GM Electrical Engineer
- Head of / GM Sustainability
- Head of /GM Environment
- Head of /GM Mechanical Engineer
- Head of/ GM Process Engineering
- Junior Estimator
- Lead Cost Controller
- Lead Estimator
- Manager Sustainability
- Mechanical Engineering Manager
- Mechanical Engineering Superintendent
- Overhead Linesperson
- Plumber
- Principal Civil Engineer
- Principal Design Engineer
- Principal Electrical Engineer
- Principal Environmental Advisor
- Principal Mechanical Engineer
- Principal Process Engineer
- Principal Project Engineer
- Principal Project Planner
- Principal Sustainability Advisor
- Process Engineering Manager
- Process Engineering Superintendent
- Project Control Lead
- Project Control Manager
- Project Engineer Manager
- Senior Civil Engineer
- Senior Cost Controller
- Senior Design Engineer
- Senior Electrical Engineer
- Senior Environmental Advisor
- Senior Estimator
- Senior Mechanical Engineer
- Senior Process Engineer
- Senior Project Engineer
- Senior Project Planner
- Senior Sustainability Advisor
- Trade Assistant (TA)
- Trade Leading Hand

- Trade Trainee
- Tyre Fitter
- Welder

Facilities Support

- Bus Driver
- Cleaner
- Handyman
- Security Officer

Finance

- Accounts Assistant
- Accounts Payable/ Receivable Clerk
- Accounts Team Leader
- Audit Assistant
- Audit Manager
- Commercial Manager
- Entry Accountant
- Experienced Accountant
- Experienced Auditor
- Experienced Financial Analyst
- Experienced Tax Accountant
- Finance Manager
- Finance Superintendent
- Financial Controller
- GM Commercial
- GM Finance
- Graduate Accountant
- Head of Financial Planning
- Management Accountant
- Manager Financial Planning
- Principal Accountant
- Principal Tax Accountant
- Senior Accountant
- Senior Accounts Clerk
- Senior Auditor
- Senior Financial Analyst
- Senior Management Accountant
- Senior Tax Accountant
- Tax Manager
- Treasury Manager

Health, Safety, Emergency and Quality

- Coordinator
- Emergency Services and Security
- Emergency Services and Security Officer
- Entry Health and Safety Advisor
- Experienced Health and Safety Advisor
- Experienced Quality Advisor
- Graduate Health and Safety Advisor
- Head of Health Safety & Environment
- Head of Health and Safety/GM
- Health and Safety
- Health and Safety Manager
- Health and Safety Superintendent
- Injury Management Coordinator
- Inspector
- Occupational Health Coordinator
- Occupational Health Nurse
- Principal Health and Safety Advisor
- Quality Manager
- Quality Officer
- Quality Superintendent
- Quality Technician 1
- Quality Technician 3
- Safety Advisor
- Senior Health and Safety Advisor
- Senior Occupational Health Nurse
- Senior Quality Advisor
- Senior Safety Advisor
- Technical Writer

Human Resources

- Development Advisor
- Employee Relations Manager
- Employee Relations Superintendent
- Experienced Employee Relations Advisor
- Experienced Human Resources Advisor
- Experienced Organisational
- Graduate Employee Relations Advisor
- Graduate Human Resources Advisor
- Graduate Organisational Development Advisor
- Head of / GM Human Resources
- Human Resources Administrator
- Human Resources Information
- Human Resources Information
- Human Resources Manager
- Human Resources Manager & ER
- Human Resources Officer
- Human Resources Superintendent
- Organisational Development Manager
- Organisational Development Superintendent

- Payroll Administrator
- Payroll Manager
- Payroll Officer
- Principal Employee Relations Advisor
- Principal Human Resources Advisor
- Principal Organisational Development Advisor
- Recruitment Manager
- Recruitment Officer
- Recruitment Team Leader
- Senior Employee Relations Advisor
- Senior Human Resources Advisor
- Senior Organisational Development Advisor
- Senior Payroll Officer
- Senior Recruitment Officer
- Senior Remuneration Advisor
- Senior Training Officer
- Systems Analyst
- Systems Manager
- Technical Training Officer
- Training Administrator
- Training Manager
- Training Officer
- Training Superintendent

Technology

- Analyst Programmer
- Business Analyst
- Data Quality manager
- Data Scientist
- Data Warehousing Specialist
- Database Administrator
- Database Analyst
- Graphic Designer
- Head of Digital Technology
- Helpdesk
- Information Systems Manager I
- Information Systems Manager II
- Internet Technical Specialist
- IT Architect
- IT Engineer
- IT Operations Analyst
- IT Operations Manager I
- IT Operations Manager II
- IT Operations Supervisor
- IT Project Leader
- IT Project Manager
- IT Technician
- Network Administrator
- Network Operations Manager
- Scrum Master
- Security Specialist

- Senior Business Analyst
- Senior IT Architect
- Senior IT Project Manager
- Senior Network Administrator
- Senior Programmer
- Senior Security Specialist
- Senior Systems Engineer
- Software Engineer
- Support Manager
- Support Specialist
- Systems Analyst
- Systems Engineer
- Systems Manager
- Systems Programmer
- Technical Specialist
- User Support Officer
- Web Development Manager

Legal

- Company Secretary
- Experienced Paralegal
- Graduate Lawyer
- Lawyer
- Legal Manager
- Paralegal - Team Lead
- Senior Lawyer

Logistics and Supply Chain

- Assistant Contract Officer
- Cataloguer
- Contracts Administrator
- Contracts Manager
- Contracts Officer
- Custom and Shipping Officer
- Despatch Assistant
- Distribution Supervisor
- Export Manager
- Head of / GM of Logistics
- Head of Warehouse and Distribution
- Inventory Controller
- Lead Contracts Officer
- Logistics Manager
- Logistics Officer
- Logistics Superintendent
- Procurement Manager
- Procurement Officer
- Purchasing Assistant / Expeditor
- Purchasing Manager
- Senior Contracts Administrator
- Senior Contracts Officer

- Senior Procurement Officer
- Shipping Assistant
- Shipping Manager
- Stores / Stock Control Assistant
- Stores Operator / Forklift Driver
- Transport Manager
- Warehouse and Distribution Manager
- Warehouse Foreman
- Warehouse Manager

Operations

- BI / CI Coordinator
- BI / CI Manager
- BI / CI Specialist
- BI / CI Superintendent
- General Manager Operations
- Operations Manager

Port

- Port Manager
- Port Officer
- Port Superintendent
- Port Supervisor

Project Management

- Asset Manager
- Asset Officer
- Assistant Designer
- Assistant Document Controller
- Construction Manager
- Design Manager
- Designer
- Document Controller
- Experienced Asset Engineer
- Junior Project Manager
- Lead Designer
- Lead Document Controller
- Manager Document Control
- Project Analyst
- Project Director
- Project Leader
- Project Manager
- Project Scheduler / Planner
- Project Supervisor
- Senior Asset Engineer
- Senior Designer
- Senior Document Controller
- Senior Project Analyst
- Senior Project Manager
- Study Manager

Rail

- Car Examiner
- Communication Technician
- Compliance & Accreditation Officer
- Control Systems Operator
- Crew Development Officer
- Entry Maintenance Engineer
- Entry Rail Civil Engineer
- Entry Yard Train Operator
- Experienced Assurance Engineer
- Experienced Communications Engineer
- Experienced Mainline Train Operator
- Experienced Maintenance Engineer
- Experienced Maintenance Planner
- Experienced Rail Civil Engineer
- Experienced Rolling Stock Engineer
- Experienced Signals Engineer
- Experienced Track Engineer
- Experienced Yard Train Operator
- General Manager Rail
- Graduate Maintenance Engineer
- Graduate Rail Civil Engineer
- Head of /GM Maintenance
- Machine Track Operator
- Maintenance Manager
- Maintenance Scheduler
- Maintenance Superintendent
- Maintenance Supervisor
- Maintenance Technician
- Manager Infrastructure
- Manager Rolling Stock
- Operations Superintendent
- Operations Supervisor
- Planning Coordinator
- Principal Assurance Engineer
- Principal Communications Engineer
- Principal Maintenance Engineer
- Principal Rail Civil Engineer
- Principal Signals Engineer
- Rail Boilermaker
- Rail Crew Schedulers
- Rail Electricians
- Rail Fitter
- Rail Maintainer
- Rail Operations Logistics &
- Rail Operations Manager
- Reliability Technician
- Rolling Stock Maintainer
- Roster Coordinator
- Senior Communications Engineer
- Senior Electrical Rolling Stock Engineer
- Senior Maintenance Engineer
- Senior Maintenance Planner
- Senior Rail Civil Engineer
- Senior Signals Engineer
- Senior Signals Technician
- Senior Track Engineer
- Signal Supervisor
- Signalling Manager
- Signals Maintainer
- Signals Technician
- Superintendent Infrastructure
- Superintendent Rolling Stock
- Supervisor Infrastructure
- Supervisor Rolling Stock
- Team Leader / Specialist
- Track Inspector
- Track Supervisor
- Train Controller Superintendent
- Train Controller Supervisor
- Train Controllers
- Trainee Train Controller

Risk Management

- Head of Risk
- Risk / Compliance Manager
- Risk / Compliance Officer
- Risk Specialist

Sales and Marketing

- Customer Services Assistant
- Customer Services Manager
- Customer Services Officer
- Head Sales & Marketing
- Marketing Analyst
- Marketing Assistant
- Marketing Manager
- Regional Sales Manager
- Sales Coordinator
- Sales Manager
- Technical Sales Manager

Strategy and Development

- Development Analysts
- Head of / GM Strategy / Development
- Senior Business Development Analysts
- Strategy Manager / Development



For more information or to sign up for our next survey, contact:

Charmaine Reay at Charmaine.Reay@bdo.com.au

Fiona Love at flove@ara.net.au