



National Heavy Vehicle Regulator Chief Digital and Transformation Officer

Success Profile | August 2026

Introduction

Thank you for your interest in the **Chief Digital and Transformation Officer** selection process.

OnTalent is privileged to partner with Nicole Rosie, Chief Executive Officer, in leading the process of this appointment on behalf of **National Heavy Vehicle Regulator**. This Success Profile provides you with information regarding the organisation, the role, our ideal candidate and the process we will use.

Once you have reviewed this material, and if you haven't already, please [visit](#) for details on how to apply.

I look forward to working with you through this process and invite you to contact Jevon Seah on 07 3305 5806 or myself on 07 3305 5818.

Donna Bliss
Senior Client Partner
OnTalent





National Heavy Vehicle Regulator

The National Heavy Vehicle Regulator (NHVR) is Australia's regulator for heavy vehicles.

We are headquartered in Brisbane and employ more than 1,000 people across the ACT, New South Wales, Queensland, South Australia, Tasmania and Victoria.

We were established in 2013 as a statutory authority to administer one set of laws – the Heavy Vehicle National Law (HVNL) – which applies in all Australia's states and territories except the Northern Territory and Western Australia.

In the 6 states and territories where the HVNL applies, there are more than:

- 119,000 registered prime movers
- 1.05 million registered heavy vehicle units (including mobile cranes, trailers and agricultural vehicles)
- 273,000 registered operators
- 36,900 buses
- 530 road managers.

Our vision is to have a safe, efficient and productive heavy vehicle industry serving the needs of Australia.

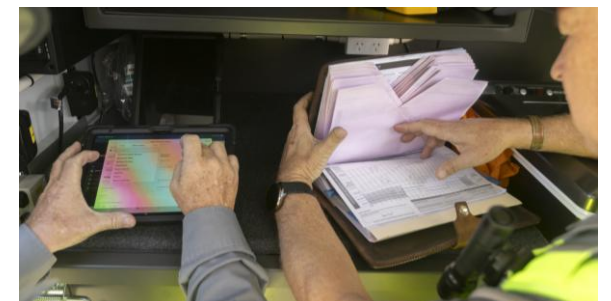
We provide leadership to, and work collaboratively with, industry and partner agencies to:

- drive sustainable improvement to safety, productivity and efficiency outcomes across the heavy vehicle road transport sector and the Australian economy
- minimise the regulatory compliance burden, while ensuring the objects of the HVNL are achieved and duty holders meet their obligations
- reduce duplication of, and inconsistencies in, heavy vehicle regulation across state and territory borders.

Our core services

The National Heavy Vehicle Regulator (NHVR) delivers a comprehensive range of services under a consistent regulatory framework. These include:

- [access permit applications](#) for heavy vehicles
- [national driver work diary](#) and [risk classification system](#) for advanced fatigue management
- [national fees](#) for NHVR services
- [national notices](#)
- [national penalties](#)
- [National Heavy Vehicle Accreditation Scheme](#) management and accreditations
- [Performance-Based Standards Scheme](#) vehicle design and access approvals
- [vehicle standards](#) modifications and exemption permits.



Our values

People matter

We seek to understand, are respectful, set high standards, listen to others and do what we say we will.

Customer first

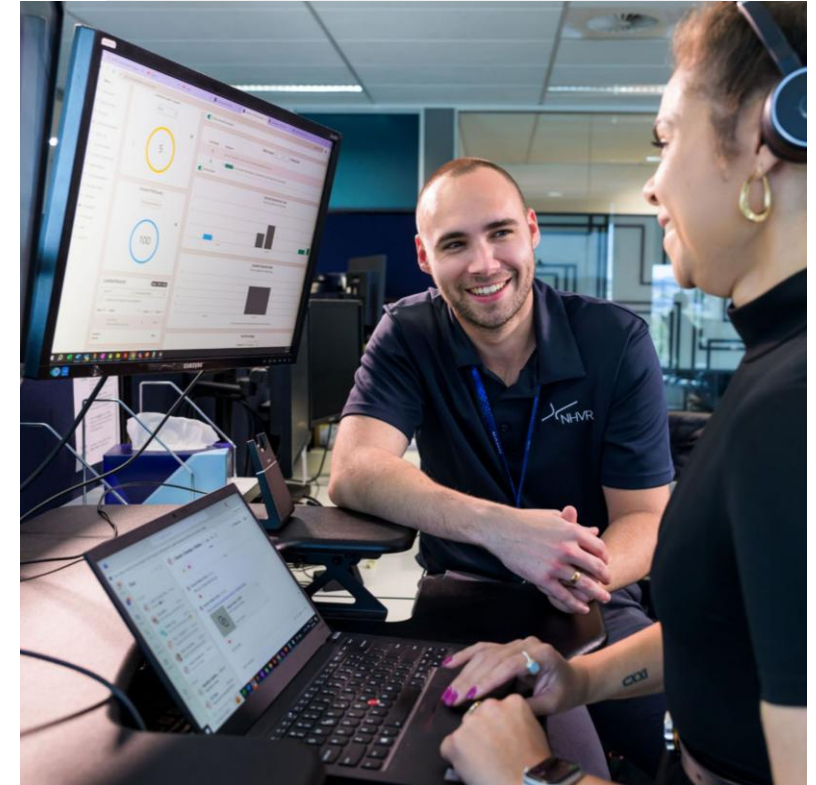
We work to understand our customers, are dynamic and responsive, strive for customer excellence and accuracy, and act professionally in everything we do.

We add value

From start to finish, do work that matters, challenge ourselves and develop innovative ideas and solutions.

Strong partnerships

We build relationships, make proactive approaches and work collaboratively to set the direction together.





Leadership Team



Nicole Rosie

Chief Executive Officer



Janelle van de Velde

Chief Corporate Officer



Paul Salvati

Chief Operations Officer



Matt a'Abbs

Chief Safety and Productivity Officer



Kellie Walker

Executive Director, Regulatory
Services Reform



Michelle Tayler

Executive Director, Corporate
Affairs

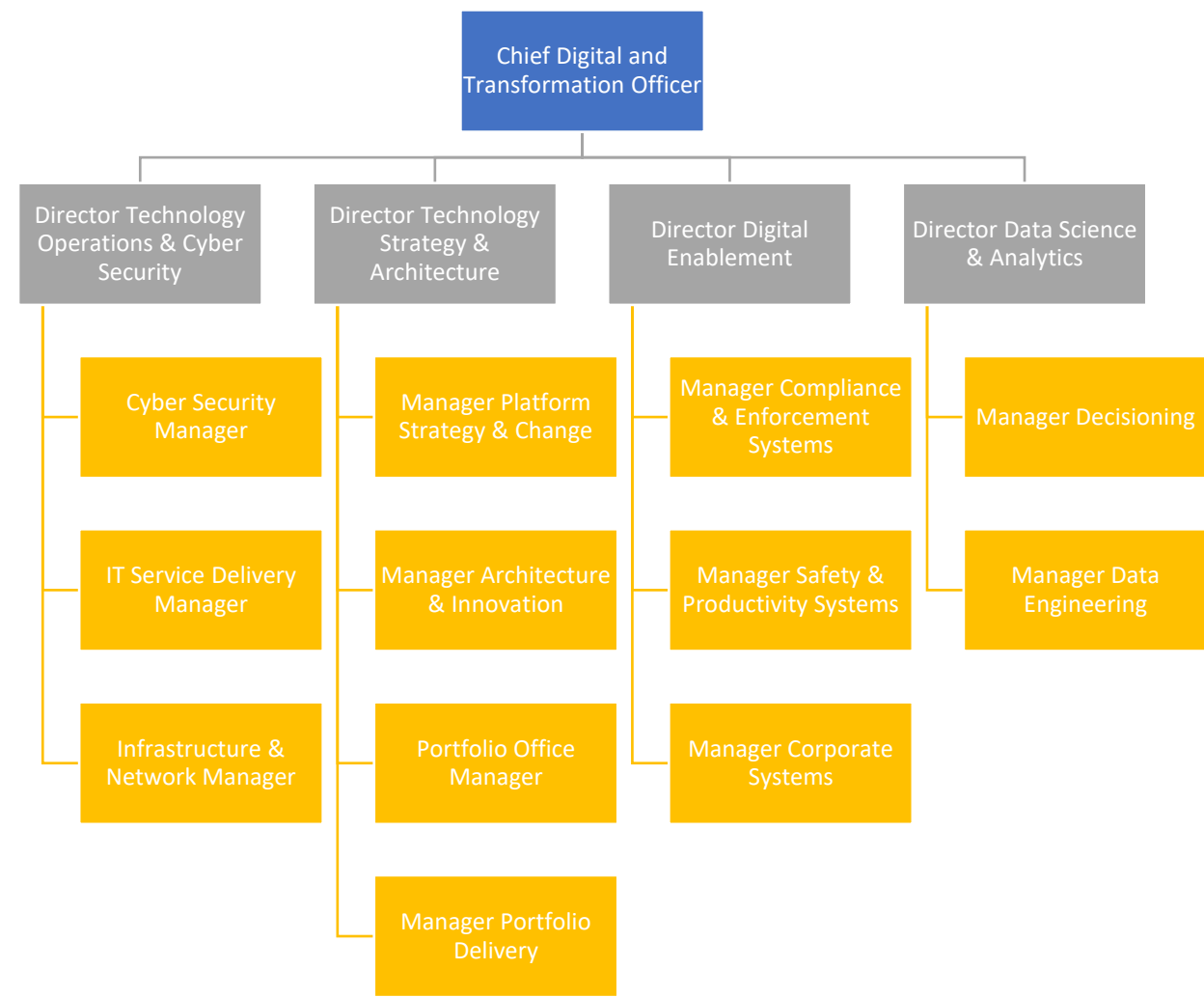


Paul Alsbury

Executive Director, Statutory
Compliance



Organisational Structure





Your Future Portfolio

NHVR is entering an important next phase of its evolution. A refreshed corporate plan, enterprise strategy and roadmap is under development, with refreshed Organisational values about to be launched and plans to implement a value chain operating model underway. Digital, data and technology are critical enablers of this direction—helping NHVR better target risk, strengthen frontline compliance and enforcement, improve the experience of industry and support safer road outcomes.

The Chief Digital and Transformation Officer will be one of NHVR's most influential enterprise-shaping executives. Reporting to the Chief Executive Officer and serving as a member of the Executive Leadership Team, the appointee will lead the Digital & Technology function and a significant portfolio of funded digital and technology-enabled transformation initiatives. The mandate extends beyond technology operations: it is about connecting regulatory strategy, business and process redesign, digital platforms, data, artificial intelligence and organisational capability. This transformation will be undertaken in a way that reflects new NHVR's values and strengthens collaboration, accountability and enterprise-wide ownership.

This role brings together three interconnected challenges: maintaining a secure and resilient legacy environment; stabilising, sequencing and delivering current digital investments; and shaping the future regulatory model through modern platforms, better use of data, automation and stronger integration across jurisdictions. Important foundations have been established over the past year, including stronger governance, clearer priorities and greater delivery accountability. The opportunity now is to consolidate that progress and translate investment into measurable organisational and regulatory outcomes.

The external environment adds considerable strategic complexity. NHVR operates within a national ecosystem involving the Commonwealth, states and territories, industry and multiple technology and data providers. The relatively recent decision to progress the Commonwealth-led National Automated Access System (NASS) represents a significant change in direction. It reshapes aspects of NHVR's future access role and requires the organisation to reassess previous technology investments, influence the emerging national model and manage a carefully sequenced transition over the next three to five years while maintaining continuity for industry and frontline teams.



Key Deliverables

- **Set the strategic direction.** Develop an integrated digital, data and technology strategy and enterprise roadmap aligned with NHVR's regulatory priorities, future Operating Model and broader transformation agenda.
- **Lead the digital and technology-enabled transformation portfolio.** Prioritise, sequence and deliver the funded portfolio as an integrated program, with clear business ownership, transparent governance, disciplined investment decisions and demonstrable benefits.
- **Shape NHVR's role in NASS.** Represent NHVR in national governance and strategic discussions, influence the future access model and establish a clear, staged plan for integration, transition and retirement of existing capabilities.
- **Modernise responsibly.** Maintain a secure, resilient and reliable technology environment while reducing technical debt and implementing clear 'hold, maintain, transition or retire' decisions for ageing and customised platforms.
- **Design for the future.** Ensure investment begins with a clearly defined regulatory or business problem, appropriate process redesign and a view of the organisation NHVR needs to become—not simply the automation of current practices.
- **Unlock value from data and intelligence.** Strengthen the architecture, platforms and partnerships required to integrate information across NHVR and its jurisdictions, convert data into actionable intelligence and improve frontline risk prioritisation.
- **Lead responsible AI adoption.** Establish fit-for-purpose governance, education and risk controls while identifying and scaling practical applications of AI and automation that improve productivity, decision-making and regulatory outcomes.
- **Build a sustainable, high-performing function.** Develop leadership and internal capability, establish the right balance of employees, partners and contractors, strengthen accountability and shift the culture from technical project completion to enterprise outcomes and benefits.
- **Influence across the system.** Elevate engagement with governments and jurisdictions from operational technology discussions to strategic alignment on regulatory, freight, infrastructure, data and digital priorities.

 [Position Description: Chief Digital and Transformation Officer](#)





What Success looks like

Within the first 12 months, the successful appointee will be recognised not simply as the leader of a technology function, but as an enterprise executive at the centre of NHVR's direction and delivery. Evidence of success will include:

- A clear, enterprise-endorsed digital, data and technology direction, with investment priorities and architecture aligned to NHVR's regulatory strategy and future Operating Model.
- Greater confidence from the Board and Executive Leadership Team through transparent portfolio reporting, clear accountability and visible progress against time, budget, risk and benefits.
- Digital initiatives operating as business-owned transformation programs, with stronger cross-functional participation, adoption and measurable regulatory or organisational outcomes.
- A defined and influential NHVR position within NASS governance, supported by stronger strategic relationships with the Commonwealth and jurisdictions and a credible transition roadmap for the Portal and access environment.
- Improved operational resilience and cybersecurity, with clear decisions on legacy investment, technical debt and the sequencing of modernisation.
- Existing investments - including data, digital platforms and emerging technology—progressing from technical delivery to practical use and value across the organisation.
- A responsible AI framework in place, with priority use cases, appropriate safeguards and growing capability among executives and employees.
- A more accountable, connected and sustainable Digital & Technology function, with stronger internal leadership, clearer performance expectations and reduced reliance on external expertise where internal capability is more appropriate.

Over time, the role has the potential to contribute more broadly to NHVR's enterprise transformation agenda. The immediate priority, however, is to establish strategic clarity, strengthen delivery and build the digital foundations required for NHVR's next phase.



NATIONAL HEAVY VEHICLE REGULATOR

**SAFETY AND
COMPLIANCE**

Our Process

At OnTalent, we specialise in partnering with purpose driven organisations to identify and secure exceptional leadership and we are pleased to be working with NHVR on this recruitment project.

Our approach is deliberate, strategic and people centred. Every step of our process is designed to ensure alignment between candidate capability and organisational purpose. From understanding the culture and objectives of our clients to engaging and assessing talent in a considered and thorough way, we don't cut corners.

We are deeply committed to creating inclusive and equitable recruitment experiences. Our process is built to reduce bias and support diverse representation at all stages. We will work closely with you to ensure we are able to create an inclusive, fair and accessible pathway for you throughout the process. We encourage all candidates to discuss their individual circumstances with our team at any time.

Our recruitment process is built to deliver results that last.



OnTalent Commitment

At OnTalent, service is not an add-on, it is embedded in how we operate. Our commitment to Connecting People and Purpose is reflected in clear, measurable standards that protect your reputation, strengthen candidate experience, and ensure a defensible and high quality appointment process. We commit to:

Responsiveness & Communication

- All client and candidate enquiries acknowledged and actioned within one business day (same day wherever possible).
- Weekly proactive progress updates provided to the client, including market feedback and risk insights.
- Immediate notification of any emerging risks, sensitivities or market challenges.

Candidate Experience & Reputation Protection

- All applicants acknowledged promptly and advised of an outcome within 10 working days of decision.
- All shortlisted/interviewed candidates provided with timely, constructive verbal feedback.
- All candidates professionally briefed and prepared for panel interviews to ensure informed, high-quality engagement.
- Interview logistics managed discreetly and respectfully to protect confidentiality and candidate experience.



If you have questions about this role, please reach out to one of the team below.
We welcome your application via the apply button on the [OnTalent Website](#).

Donna Bliss
Senior Client Partner
OnTalent
07 3305 5818



Jevon Seah
Associate Client Partner
OnTalent
07 3305 5806

