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| Position Profile – Electrical Engineer Graduate

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| **Division**  | Operations | **Team**  | Operations |
| **Location**  | Various | **Reports to**  | Engineering Superintendent/Engineering Manager |
| **Date Updated** | February 2023 | **Position Number** | 414813 & 414833 |
| **Grade (TPS only)** | N/A |  |  |

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**Position purpose**

The Electrical Engineer Graduate will undertake Stanwell’s Graduate Program. As part of the program the incumbent will be provided with the appropriate learning opportunities to enable them to provide technical engineering support to Stanwell’s Power Generation Sites, as well as future employers. The focus of the technical engineering support is ensuring the power station plant is operated within design ratings and maintained in accordance with relevant standards and codes while continuously improving the technical, environmental and commercial performance.

A development plan is completed with the graduate in the early part of their program, including details of any geographic rotations to Stanwell’s various power generation sites to build professional ability and a comprehensive understanding of Stanwell’s business. The Graduate Program will facilitate the development of the graduate to promote the continuing availability of experienced industry engineers into the future.

## Qualifications

* Electrical Engineering qualifications acceptable for Graduate Membership of the Institute of Engineers Australia

**Experience and knowledge**

* Demonstrated understanding of Engineering concepts, principles, methodologies and techniques
* Well developed analytical, research and problem solving skills
* Ability to rapidly acquire knowledge of power plant and equipment, relevant legislation, and the business functional systems, policies and procedures
* Able to logically follow systems and associated processes
* Project management skills
* Ability to communicate effectively across all areas of the business
* Ability to handle the ambiguity of a new organisation in a rapidly changing environment
* Adequate computer literacy

## Responsibilities and outcomes

* Investigate and make recommendations to correct plant failures
* Interpret and revise drawings and instruction manuals / procedures
* Using safe plant isolation system
* Focus on plant long term health
* Develop/review plant strategies
* Develop/review procedures
* Obtain and analyse plant health and performance data
* Determine plant limitations and operational requirements
* Identify, design, make recommendations, monitor installation and commission plant improvements
* Ensure relevant standards are followed
* Make plant change recommendations based on sound engineering practice with cost effectiveness
* Follow the Stanwell plant change procedures / process
* Obtain a brief from the initiating party, engage and direct consultants if required
* Develop and recommend an engineering solution(s), instruct drafters in respect of drawings required, prepare technical specification if required
* Identify qualified contractors for obtaining prices
* Prepare cost estimates, assist to establish programs and budgets
* Use Business Management Systems
* Provide support to individuals, the team and management
* Schedule, co-ordinate and review individual, plant strategies and team tasks
* Active involvement in strategic planning for the station

**Key capabilities**

This position is expected to have demonstrated capability in the following areas:

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| ***Achievement*** | Demonstrates a strong focus on high performance standards and personal achievement. Sets self-stretch goals and works persistently to achieve them. Displays high work focus, high levels of energy, and goes above and beyond to exceed expectations. Seeks to advance their career. |
| ***Analytically Minded*** | Gathers relevant information and identifying key issues; relating and comparing data from different sources, as well as identifying cause and effect relationships. |
| ***Building Relationships*** | Initiates and maintains collaborative relationships, is socially confident and quick to build rapport and trust with others. Tends to create a positive first impression at all levels, both internal and external to the organisation. |
| ***Communication*** | Speaks and writes in a clear, confident, and articulate manner, adapting communication style to the target audience. When expressing ideas and information in writing uses appropriate structure, grammar and language tailored to the reader. Is effective at influencing others to see things a given way.  |
| ***Decision Making*** | Able to identify and understand issues and opportunities, to be able to compare data from different sources and identify possible consequences to reach an appropriate course of action or solution. Confident using judgement to make decisions based on the information available, even if it is not complete, the situation is ambiguous or with no precedent. Able to reach an appropriate decision in a timely manner. |
| ***Extending Trust*** | Focusses on creating trust and building credibility at a personal level with others. This is achieved through the way they interact with others to inspire trust, giving them confidence in their intentions and those of Stanwell’s. They also in turn trust others, by demonstrating respect, creating transparency, and keeping commitments.  |
| ***Flexibility*** | Demonstrates high engagement, openness and flexibility in accepting and adopting change. Responds to change in an enthusiastic manner and adjusts quickly, with little disruption to workload in the process.  |
| ***Inclusive*** | Creating an environment in which all individuals feel, and are treated, fairly and respectfully, have access to opportunities and can contribute their ideas, perspectives and talents. This encompasses challenging and overcoming one’s unconscious bias (biased towards the world around us and use of stereotypes). |
| ***Influencing*** | Using appropriate interpersonal styles to gain acceptance of ideas and plans or to change a person’s perspective; modify one’s own behaviour to accommodate tasks, situations, and individuals involved. |
| ***Learning Focus*** | Has a growth mindset in being proactive and self-motivated to seek new ideas and different perspectives, to continuously enhance their own knowledge and skills. Ability to learn new concepts and skills quickly and then apply these to their work.  |
| ***Resilience*** | Remains calm, composed, and optimistic in stressful or high pressure situations. Perseveres in the face of obstacles or setbacks and carries on with the task at hand. Strong drive to finish tasks, will actively seek to overcome potential hurdles. |
| ***Stanwell Values*** | Uphold and champion Stanwell’s Values and Code of Conduct (including ethical behaviour, fair treatment, conflict of interest, confidential information, and complying with the law). Ensuring they are at the forefront of decisions and action, coaching and challenging others to demonstrate acceptable behaviours where appropriate. |
| ***Teamwork*** | Work cooperatively, supports and collaborates with team members and across other teams to successfully achieve targets and business outcomes. Appreciates the benefits of diversity and works well with a variety of people.  |

## Decision making

The Electrical Engineer Graduate will be responsible for monitoring their own time and prioritising to meet changing deadlines. The incumbent has the ability to make decisions in line with their key accountabilities, for matters outside the scope of their role they are to refer to the line managers. The incumbent presents recommendations to assist in the decision making where instructed.

## Team Structure

The Electrical Engineer Graduate will formally report to the Engineering Superintendent (TPS/SPS) and Engineering Manager (Meandu). The Mechanical Engineer Graduate leader will change as a graduate rotates to the various operational sites during their program.

This position profile reflects a summary the role, it is not intended to be an all-inclusive list of duties and responsibilities. Leaders may direct employees to perform other duties at their discretion.