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| Position Profile – Instrument and Control Technician (Level 1) | CM: 21/139743 |

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| **Division** | Operations | **Team** | Maintenance |
| **Location** | Tarong Power Stations | **Reports to** | Team Leader |
| **Date Updated** | 15 May 2023 | **Position Number** | 412770 |
| ***TPS Only*** |  |  |  |
| **Mercer Eval date** |  | **TPS EA Grade** | 6 |
| **Mercer Evaluation** |  | **TPS Mercer Points** |  |

## Position Purpose

Safely perform day-to-day corrective and preventative maintenance, fault finding, installation and modification works in the electrical technician field as planned and in accordance with breakdown requirements.

## Qualifications

* Electrical Trade Certification (Electrical Fitter/Mechanic).
* A current electrical license.
* Commencement in an Associate Degree in Electrical Engineering or recognised equivalent is required.

**Experience and knowledge**

* Experience in a heavy or process based industry in the Electrical field.
* Experience in basic technical fault finding and problem resolutions.
* Demonstrated understanding of the principles behind industrial controls e.g. PLC.
* Knowledge of isolation systems.
* Safe Work Coordinator (desirable and dependent on business needs).

## Responsibilities and outcomes

* As assigned, interrogate system data and reports to identify plant trends and potential technical areas for improvement.
* Assist as required in technical project teams to resolve more complex technical problems to the incumbent's level of capability.
* Completion of technical work assigned i.e. basic modifications, drawing change requests, plant change requests and fault finding in a safe and timely manner.
* Contribute to the development of Electrical Safety improvements as determined by best practice, legislation and standards.
* Interpret logic in the use for fault finding in maintenance activities.
* Participate in availability rosters together with major and mini overhauls from time to time to ensure appropriate coverage of high level technical support and duties.
* Perform the role of Safe Work Coordinator as defined by the plant isolation system.
* Provide constructive feedback, and contributions to team and leadership discussions to ensure business decisions are carried out in a positive and meaningful way.
* Review maintenance procedures / standard jobs and recommend changes to plant drawings to ensure they comply with current designs and operations.

## Health and safety accountabilities

* Compliance with the Stanwell safe system of work, policies and procedures when conducting workplace activities. Legal requirements regarding health and safety are met.
* Follow reasonable directions and apply processes to ensure the Health and Safety of self, workers and others when conducting activities for Stanwell Corporation, in, on or about the Stanwell workplace areas.
* Ensure work activities are compliant and the potential for any deviation from scope or activity is effectively accessed and communicated.
* Obtain suitable information and familiarisation prior to conducting any task, this includes operating plant or use of chemicals or substances.

## 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. |
| ***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. |
| ***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). |
| ***Inner Drive*** | Self-motivated to work hard and strive to achieve success, with high energy levels and pace of work. Establishes challenging goals and demonstrates passion in pursuing these goals. Doing what it takes to achieve worthwhile goals; making repeated attempts to achieve realistic goals despite barriers/ obstacles. |
| ***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. |
| ***Organisation*** | Organised and tends to take a structured approach to tasks/goals. Plans effectively and manages resources and execution appropriately to ensure projects are delivered on time. |
| ***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 Instrument & Control Technician (Level 1) will work within the scope of policy, procedure, standards and legislation seeking regular guidance from senior technical staff when learning new plant, systems and processes.

## Team Structure

*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.*