

Ready to challenge yourself?

At Hydro Tasmania, we're leaders in renewable energy, powering Australia with clean hydropower. We really care about making a difference for the better, but it's a big job, and we can't do it alone. Which is where you come in.

A career with us will support you to be the best you can be with open working relationships, genuine opportunity to try things your way, and unwavering commitment to excellence.

Together we'll make a difference.



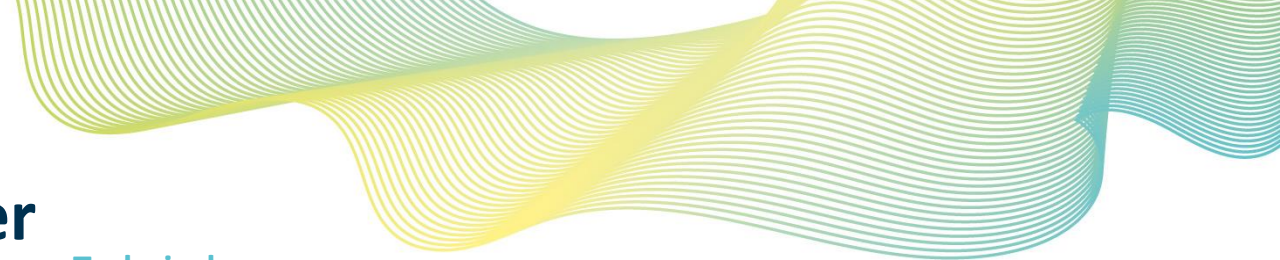
Position Description: **Project Manager**

Role overview

- **Position classification:** HT Band 5
- **Number of direct reports:** Nil
- **Delegation Level:** DL6
- **Team, business area:** Capital Planning, Assets and Infrastructure
- **Immediate manager:** Delivery Manager
- **Manager-one-removed (skip):** Head of Capital Planning

Role purpose

As a member of Hydro Tasmania's Assets and Infrastructure Capital Planning team, this role will manage the best practice planning, implementation and operational hand-over of projects of moderate value and/or complexity, focused on generation asset refurbishment.



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Role accountabilities

Strategy Execution

- Contribute to the development and implementation of solutions and initiatives that align to, and deliver, the objectives of the Corporation.

Financial

- Seek to maximise the value delivered to and resulting from our asset management. Actively manage, track and report on assigned budgets.

Leadership and organisation

- Ensure all activities are undertaken with the safety of people as the number one priority and at all times role model that behaviour.
- Actively role model the Hydro Tasmania group values and behaviours; contributing to the culture, capability and performance of our people.
- Develop effective working relationships with key internal and external stakeholders.
- Work collaboratively within the Capital Planning team and across the Corporation, demonstrating alignment with agreed team behaviours.
- Build and maintain successful working relationships and contribute to the accomplishment of Capital Planning team goals
- Participate in, and contribute to, peer mentoring, and experience/skill sharing to build knowledge and capability within the Capital Planning team

Technical

Contribute sustainable and commercially responsive asset management through the successful delivery of safe and timely project outcomes, including:

- Actively apply good processes such as hazard studies and reviews of project scopes, designs, and maintainability to ensure that projects address the underlying asset issues without introducing new problems;
- Engage stakeholders to clearly identify and document project objectives including asset management, internal capability development, safety management, or others
- Manage proposal development, via design engagements and internal personnel, to deliver scope options aligned to investment strategy, culminating in the presentation of quality Business Cases including commercial analysis;
- Apply high standards of Project Management and leadership in the management of personnel, engagements and contracts to deliver project outcomes to agreed technical quality, cost and schedule
- Actively manage risks and issues through practical identification, analysis, transparent reporting and actions;
- Manage the project interface with important external stakeholders including Councils, Government agencies as required;
- Complete extensive project close out activities to ensure the full integration of the new or modified assets; and
- Ensure the identification, documentation and application of lessons learned and contribute to the consistency and improvement of project management processes and work practices.

Position Description: Project Manager

Technical

Managing development of contract documentation, negotiation and execution of works, including:

- Determining the most appropriate contractual model(s) for both the design and physical works;
- Managing the preparation of consultant briefs, service agreements and/or contract documentation to clearly define accountabilities, obligations and to appropriately manage risk and arrange for the tendering, assessment, negotiation and letting of contracts for the project; and
- Manage the supervision and administration of contracts to best ensure the agreed obligations are fully delivered.

Make sound judgements to successfully manage own time and priorities to meet demands, including:

- Take accountability for the delivery of outcomes and effectively manage own work load to meet changing priorities,
- Plan, develop and manage own work programs with minimal supervision,
- Monitor own progress of allocated responsibilities against KPI's, taking corrective action where required, and
- Productively participate in scheduled team discussions and meetings at which progress against KPI's is monitored and discussed.

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Candidate attributes

Technical skills and qualifications

- Tertiary qualification or equivalent discipline
- Project management qualification is highly regarded

Experience

- Extensive experience in project planning and all functions of project management, including scope, time and cost control, quality management, project risk management and management of project staff;
- Experienced in technical and commercial management of contracts;
- Extensive experience in a project environment spanning feasibility, design, project planning, contract negotiation, construction and hand over.

Capabilities

- Leadership skills – the ability to lead and motivate performance;
- Ability to influence business outcomes through personal rather than positional power;
- Problem solving skills covering complex technical and operational problems;
- A collaborative approach with the ability to build effective partnerships;
- Ability to plan, schedule and manage priorities;
- A track record in delivering outcomes;
- Business acumen;

- A good knowledge of scheduling software (MS Project);
- Well developed written, oral and interpersonal skills with the ability to write concise business cases, reports, make presentations, and efficiently run meetings;
- A good knowledge of practices and standards in relation to project management; and
- Current drivers license.

Change mindset

- You identify and implement opportunities for continuous improvement/Lean initiatives.
- You embrace change and encourage others to do the same.
- You display resilience and persistence to achieve positive change outcomes.

Growth mindset

- You see challenges and failures as opportunities.
- You actively seek and learn from feedback.
- You have a mindset of development, determination and opportunity.
- You seek opportunities to develop and grow into a future leader of the business.

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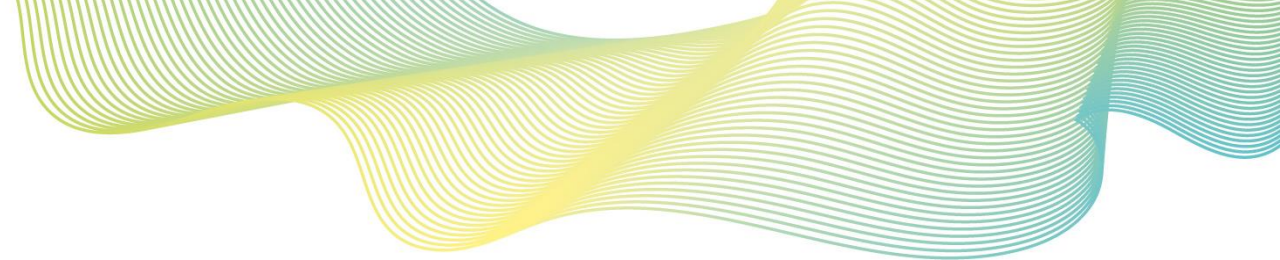
Behavioural Competency Framework

| Competency | Description | All of us |
|--|--|---|
| Innovation & Continuous Improvement | Looks for new and better ways of doing things. Adapts to change to promote growth and improvement. | <ul style="list-style-type: none"> • Continually looks for opportunities for Lean improvements • Follows ideas through to action, reflects and always seeks to do better • Demonstrates diverse thinking and embraces change • Encourages peers to do the same |
| Collaboration | Breaks down silos, works across boundaries and builds relationships to achieve outstanding results to be proud of. | <ul style="list-style-type: none"> • Actively looks for opportunities to share knowledge and utilise strengths • Works co-operatively to achieve shared objectives • Recognises others for their contributions and accomplishments • Gains and demonstrates trust and support for others through actions |
| Builds effective working relationships | Embraces and encourages an environment of respect and trust. | <ul style="list-style-type: none"> • Supports equal and fair treatment for all • Is seen as a team player and finds common ground in a respectful way • Seeks and provides feedback to improve working relationships |
| Conscientious | Stands up and takes ownership for achieving results. Sets high standards for self and others. | <ul style="list-style-type: none"> • Follows through on commitments and encourages others do the same • Takes personal responsibility for own timely and quality activities • Designs feedback into the ways of work to support 'growth mindset' • Provides exceptional service to stakeholders and customers |
| Judgement | Identifies and acts on issues and develops quality solution, setting high standards of decision making. | <ul style="list-style-type: none"> • Always role models our values • Demonstrates rigor to make effective and quality decisions • Stands up and acts when issues arise with a sound and level-headed approach. • Keeps informed of activities and evolutions in the broader business |

Leadership Behavioural Competency Framework



| Competency | People Leaders and Senior/Specialists Experts (need to demonstrate competence at 'all of us' level, in addition to the below five General Behavioural competencies People leaders also need to demonstrate the two Leadership competencies): | Senior Leaders (Senior Leaders need to demonstrate competence at 'all of us' & People Leaders levels, in addition to the below): |
|--|---|--|
| Innovation & Continuous Improvement | <ul style="list-style-type: none"> • Encourages diverse thinking and curiosity • Creates space for others to improve and innovate • Celebrates successes and learns from mistakes, both personal and within the team • Ensures Lean and continuous improvement initiatives are shared and applied across the business | <ul style="list-style-type: none"> • Applies multiple, varied approaches to foster and facilitate innovative ideas • Respectfully challenges the status quo to continually evolve the way we do things • Drives teams and individuals to adopt and sustain change |
| Collaboration | <ul style="list-style-type: none"> • Actively creates a climate that breaks down silos • Promotes and communicates shared contributions and goals widely • Leans in to tackle challenges outside of own traditional scope | <ul style="list-style-type: none"> • Facilitates open, 2-way dialogue across business areas and with a wide variety of stakeholders • Shares successes and learnings within the Leadership Teams and across the business |
| Builds effective working relationships | <ul style="list-style-type: none"> • Demonstrates a genuine interest in people across teams • Can effectively influence outcomes for the team and business • Can effectively resolve conflicts and problems swiftly • Uses feedback to grow self and others | <ul style="list-style-type: none"> • Builds effective internal and external networks • Can influence broadly at all levels • Builds an environment of trust while embracing healthy and respectful debate |
| Accountability | <ul style="list-style-type: none"> • Connects teams to business priorities and empowers others to achieve established objectives • Establishes and meets stakeholder and customer needs • Drives individual accountability within and across teams • Regularly provides genuine and constructive feedback to peers and team members, providing opportunities for growth | <ul style="list-style-type: none"> • Establishes clear team objectives that are aligned to what truly matters to achieve success • Inspires others to assume ownership of goals and achieve results • Actively engages in broader multi faceted programs of work across the business |
| Judgement | <ul style="list-style-type: none"> • Makes well informed decisions, even when information is incomplete or not clear • Anticipates issues, sees opportunities and acts on these • Considers business challenges outside of immediate business area and engages in critical questioning/discussions with peers | <ul style="list-style-type: none"> • Provides clarity for others, even when issues are complex • Makes sound complex or tough multi tiered decisions that achieve the right business outcomes • Proactively engages in cross business matters and initiates critical questioning/thinking with other leaders • Shifts gear based on changing organisational needs or climate |
| Leading & inspiring others | <ul style="list-style-type: none"> • Creates and develops a team where people are empowered and want to do their best • Fosters feeling of positivity, belonging and invites curiosity and input from all | <ul style="list-style-type: none"> • Builds high-performing and diverse teams that have impact • Instils a relentless focus on customer and stakeholders in others • Builds the talent and capability of the workforce to meet future needs • Mentors colleagues across the business |
| Leading into the future | <ul style="list-style-type: none"> • Demonstrates personal commitment to the strategy, vision and purpose • Can articulate to others the Hydro Tasmania vision and purpose in an inspiring way • Creates positivity and empowers others to embrace change and look for the opportunity in every challenge. | <ul style="list-style-type: none"> • Creates and delivers strategic plans to ensure the organisation moves towards its vision • Can distil the meaning of strategy, vision and purpose and positively influence the way others feel about the future and engage in their work |



Organisational Values: **Our Way**



All about our customers

Creating a brighter future for our customers is at the heart of every decision we make. We take time to listen, learn and adapt to deliver innovative product solutions impact solutions that genuinely meet their needs.



Keep each other safe

We've got each other's backs. We care for the well-being of our colleagues and communities and we courageously speak up when things aren't right.



Do the right thing

It's up to all of us to leave a positive legacy for this world. We do the right thing by each other, our communities and our planet by acting with integrity and honesty in all that we do.



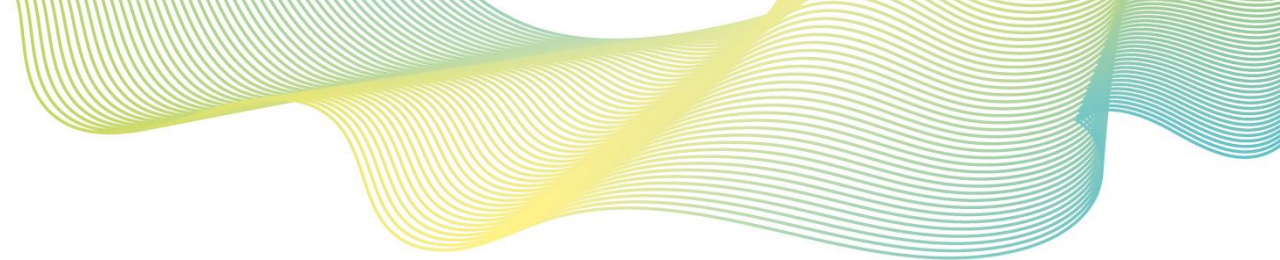
Better together

We create meaningful opportunities when we work together to unlock the power of our diverse talents. We can do great things when we listen and learn from each other's perspectives.



Find a way

We're up for solving even the toughest challenges. We collaborate, innovate and persevere until the job is done. And then we get up and do it again.



Organisational Requirements

Health, safety and security

Fosters and adheres to a culture that enables self and others' safety to make good choices at the forefront of all actions. Contributes to our ability to deliver our services by demonstrating an understanding of cyber security standards and applying them to relevant activities in the workplace.

Compliance and standards

Ensures compliance through actively engaging with stakeholders and maintains awareness of relevant legislation, laws, regulations, standards, codes and Hydro Group policies and procedures. Influences continuous improvement and positive outcomes so they are viewed as adding value.

Diversity and inclusion

Hydro Tasmania group supports applications from all members of our community and equitable access to our employment opportunities. We are open to discussing workplace flexibility in all our vacancies, to ensure we can attract the best candidates and accommodate individual needs, differences, disabilities and working arrangements, even in ways we have not thought of. Our merit based recruitment practices are founded on building diversity by fostering an inclusive, flexible and equitable workplace.