

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: Team Lead – Cambridge Workshop

Role overview

- **Position classification:** HT5
- **Number of direct reports:** < 10
- **Delegation Level:** DL6
- **Team, business area:** Major Works, Assets and Infrastructure
- **Immediate manager:** Delivery Manager
- **Manager-one-removed (skip):** Head of Major Works

Role purpose

To lead a specialist team in delivering high quality outcomes. Based at the Cambridge workshop facility you will be critical in supporting the Assets and Infrastructure (A&I) Strategic Asset Management Plan (SAMP).

The main focus will be running day to day operations of the workshop. A critical component to achieving successful outcomes will be to ensure the safety and quality objectives of the organisation are met. This includes conducting daily tool box meetings, resource allocation and coordinating workflow to meet scheduled deliverables.

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Role accountabilities

Strategy Execution

- Works with internal and external stakeholders to identify new areas and opportunities for growth of the Cambridge Workshop value.

Financial

- Provide support in the development of project cost estimates.
- Assist to manage financial performance against workshop and project budgets, providing feedback to planning group to ensure variations to scope and non-conformance's are captured and endorsed.

Leadership and Organisation

- Develops and leads a team with the skills, experience and behaviours to successfully implement the organisational strategy.
- Role model behaviours aligned to Hydro Tasmania's Values (Our Ways) Keep Each Other Safe, Find a Way, Do the Right Thing, Better Together, All About Our Customers.
- Develop work-plans with direct reports, monitor and meet regularly to discuss performance and development outcomes;

- Development of relationships with key stakeholders across the across the organisation, particularly with project teams and external contractors (including labour hire);
- Ensure the work performance of team members
- Coach, support and lead workshop team members
- Build team engagement, cohesion and collaboration across the organisation
- Build a team culture that fosters continual improvement and drives efficient and effective utilisation of resources.
- Take accountability for the delivery of outcomes, and effectively support responding to the changing priorities of the project teams;
- Provide proactive support to the Delivery Manager to ensure the overall objectives of the Workshop are achieved, and to act in place of the Manager at times when the Delivery Manager is not on site;

Technical

- Contribute to identifying Stakeholder requirements and intended outcomes, development and refinement of scope options and development of technical specifications;
- Identification and engagement of external resources and contractors when needed to ensure work load is managed through peaks and troughs;

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Candidate attributes

Technical- continued

- Maintain knowledge and expertise in the relevant field/s and keep abreast of best practice and developments in legislative requirements;
- Contribute to peer mentoring, and experience and skill sharing to build knowledge and capability within the Cambridge workshop team and extended Major Works team;
- Undertake procurement and support offsite manufacture and/or refurbishment of components of plant as required;
- Review competing demands and allocate resources to meet priorities;
- Ensure appropriate conformance and commitment to systems and processes by personnel.
- Demonstrate strong frontline safety leadership as a leader within the Cambridge Workshop;
- Establish and build strong relationship with team members to strive towards an interdependent safety culture;
- Ensure all workers (internal and external) are aware of compliance obligations of relevant safety legislation and procedures;
- Actively manage Contractor safety by leading contractors in delivering the safety and environmental outcomes;
- Ensuring that all OH&S or Environmental incidents and non-compliances are reported, investigated and recommendations implemented in accordance with Hydro processes and timing requirements

Technical skills and qualifications

- Mechanical Trade Qualifications and/or
- Diploma in Mechanical Engineering and/or
- Diploma in Project Management and/or
- Equivalent experience.

Experience

- Leading a small to medium sized team in an industrial workshop environment.

Capabilities

- Demonstrated capability to fulfil the people, technical and scheduling accountabilities of the role including planning and management in a mechanical workshop or heavy industrial environment;
- Demonstrated skills in managing people, processes and practices;
- Experience in budgeting and cost control processes;
- Experience in report writing and documentation preparation;
- Commercial awareness/business acumen; and
- Demonstrated problem solving skills and real time decision making.

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Change leader

- You identify and implement opportunities for continuous improvement/Lean initiatives within your team and across the business.
- You champion change where needed and inspire 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.

Behavioural competencies

- See the Behavioural Competency Framework on the following pages.

Position Description: Team Lead – Cambridge Workshop

Behavioural Competency Framework

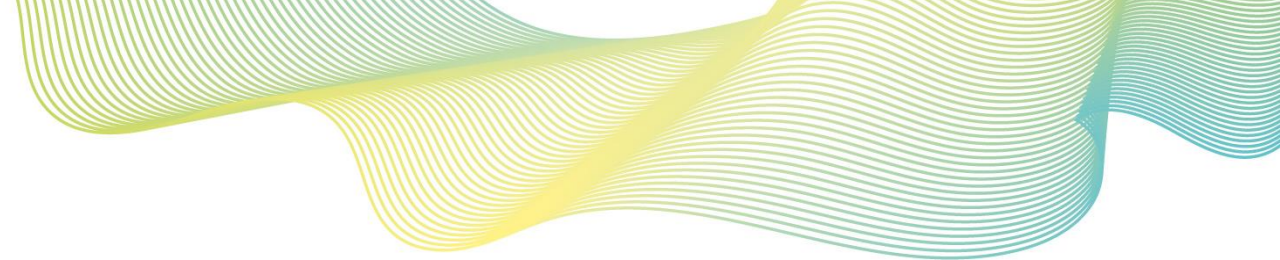
Competency	Description	All of us
Innovation & Continuous Improvement	Looks for new and better ways of doing things. Adapts to change to promote growth and improvement.	<ul style="list-style-type: none"> Continually looks for opportunities for Lean improvements Follows ideas through to action, reflects 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

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Leadership Behavioural Competency Framework



Competency	People Leaders (People Leaders need to demonstrate competence at 'all of us' level, in addition to the below):	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.



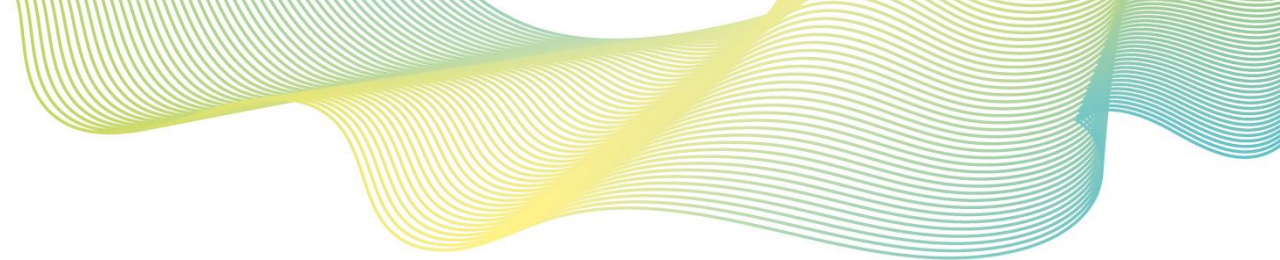
Better together

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.