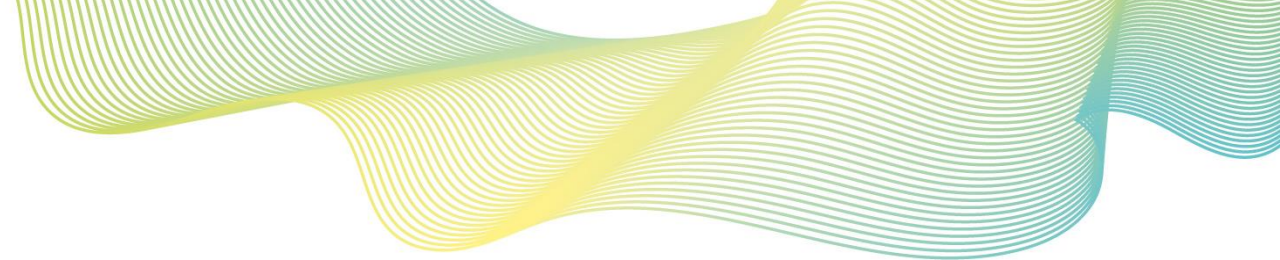# Ready to challenge yourself?

At Hydro Tasmania, we're leaders in renewable energy, powering Australia with clean hydropower. We really care about making a difference for 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.
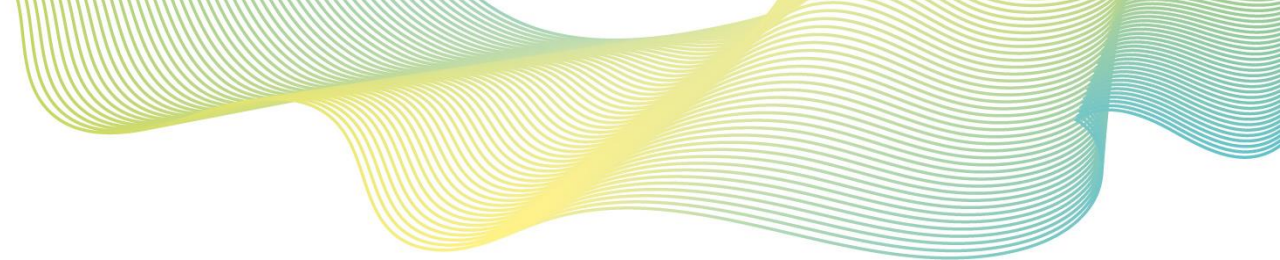
Position Description: **Identity Analyst**

Role Overview

- **Position Classification:** HT4
- **Number of Direct Reports:** NIL
- **Team, Business Area:** Enterprise Risk, Finance
- **Immediate Manager:** Senior Identity Analyst
- **Manager-One-Removed:** Manager Cyber Security

Role Purpose

This role will assist in driving the process of identity and access management (IdAM) for business systems to ensure that access is provisioned and maintained in accordance with company policy and supports access management control activities across all systems. This includes:

- Ensuring access to systems is provisioned with a focus on security.

- Contributing to the design, delivery and support of enterprise IdAM projects and initiatives.

- Working with the Cyber Security team to assist in the development and implementation of secure IdAM processes, controls, metrics and reporting.

- Performing day to day operational tasks to supporting continued operations of day-to-day IdAM functions within Hydro Tasmania.

Position Description: **Identity Analyst**

Role Accountabilities

Strategy Execution

- Identify new areas and opportunities, and work with internal business stakeholders to translate into delivered value.

Leadership and Organisation

- Take responsibility for own work priorities to ensure accuracy, quality, value, and timeliness of work undertaken
- Contribute to and incorporate continuous improvement.
- Contribute to the effectiveness of the Finance business unit by working collaboratively and building relationships within own team and across the organisation.

Technical

Provide technical guidance for enterprise identity and access management solution(s), including the ability to contribute to:

- o Implementing identity management solutions;
- o Implementing an authentication and access management solution;
- o Implementing access management for applications.

- Support enterprise identity and access management projects.
- Provide experience and skills to troubleshoot issues in development, test, and production environments.
- Ensure access to systems is provisioned with the concept of least privilege.
- Establish and manage user identities, credentials and access.
- Perform regular tasks including audit activities and user reviews.

Position Description: **Identity Analyst**

Candidate Attributes

Technical Skills and Qualifications

- Tertiary qualifications in an Information Technology or Cyber Security discipline, or demonstrated equivalence through professional certifications and experience, or
- Relevant industry certifications or qualifications.

Experience

- Experience in Identity and Access Management (IdAM) or related field.
- Knowledge in core IdAM Domains: Identity Governance and Administration, Privileged Access Management, Authentication, Authorisation, and Identity Lifecycle Management.
- Experience in Active directory, Azure AD and integration of enterprise applications for Single Sign-On.
- Experience with deployments and integration of IdAM solutions within Azure.

Capabilities

- Ability to work effectively with technical and non-technical business staff with varying experience and skills.
- Troubleshooting and problem-solving capabilities

- Strong ability to apply skills across a variety of IT and OT environments.
- Knowledge of relevant industry legislation, regulation, policies and systems; and the ability to apply them to the Hydro Tasmania working environment.
- Knowledge of the Australian energy market and supporting technologies.

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 apply change management methodology to your business area objectives, focusing on the future state and achieving positive and sustainable outcomes.
- 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.
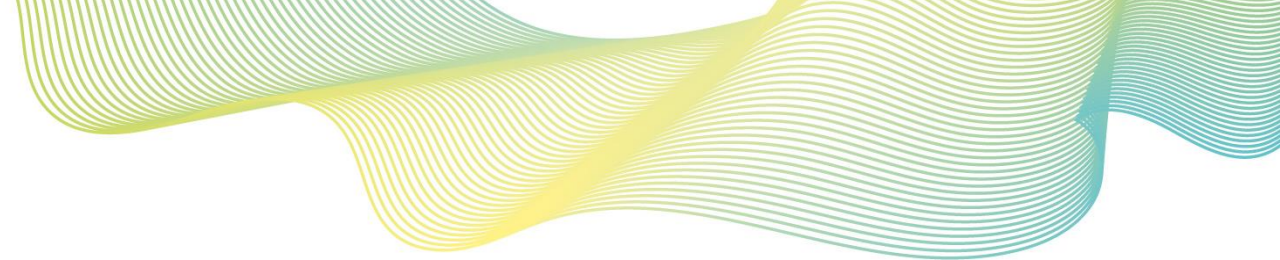- You have a mindset of development, determination and opportunity.

Behavioural competencies

- See the Behavioural Competency Framework on the following page.

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Position Description: **Identity Analyst**

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.	• 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.	• 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.	• 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
Accountability	Stands up and takes ownership for achieving results. Sets high standards for self and others.	• 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.	• 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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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.
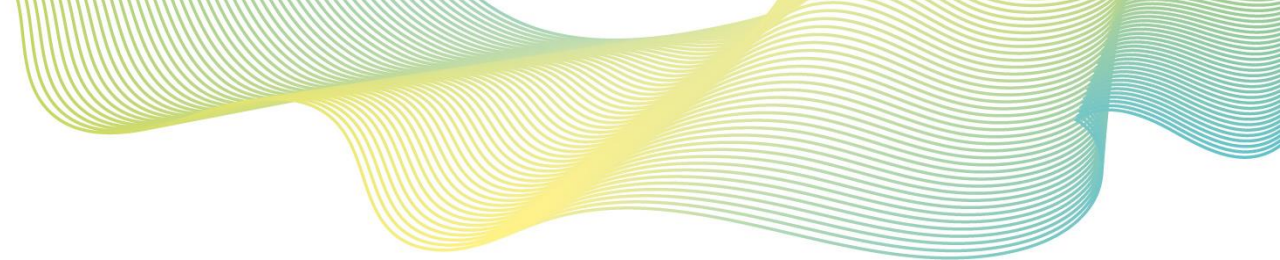
Better together

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.

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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.

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