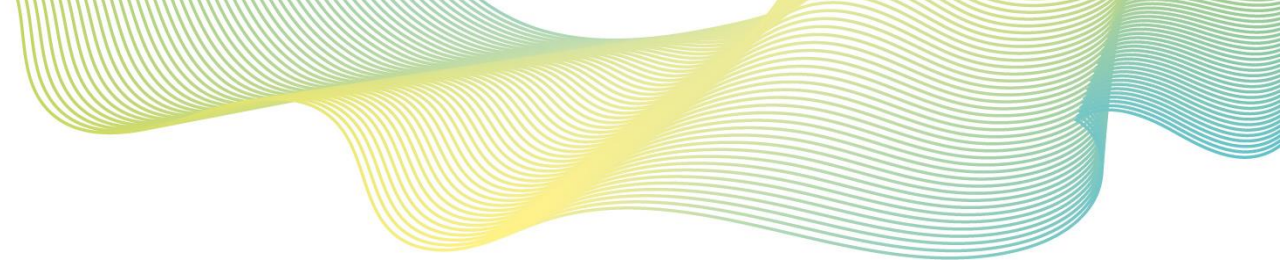


Ready to challenge yourself?

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.



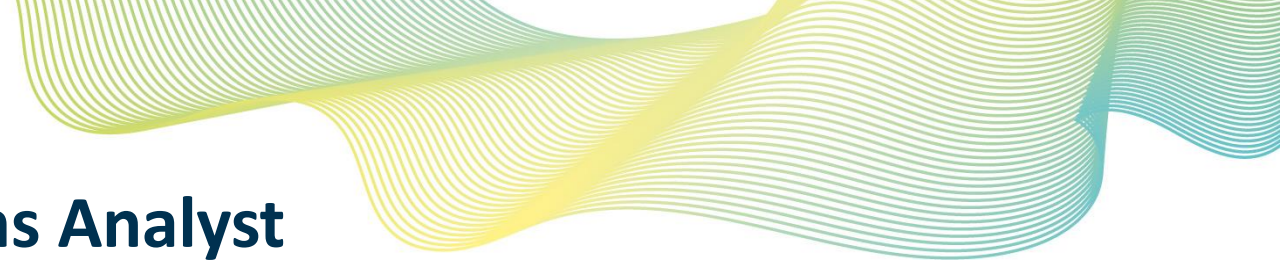
Position Description: **Business Systems Analyst**

Role Overview

- **Position Classification:** HT4
- **Number of Direct Reports:** NIL
- **Team, Business Area:** IT, Finance
- **Immediate Manager:** SAP Delivery Lead
- **Manager-One-Removed:** Manager, IT Solutions

Role Purpose

Primarily focussed on SAP Business applications, the Business Systems Analyst is responsible for gathering requirements, supporting and advising on continuous improvement opportunities, actively engaging with stakeholders, third party suppliers, project managers and the extended IT Leadership Team to deliver sustainable business outcomes



Position Description: **Business Systems Analyst**

Role Accountabilities

Strategy Execution (customer, community and stakeholders)

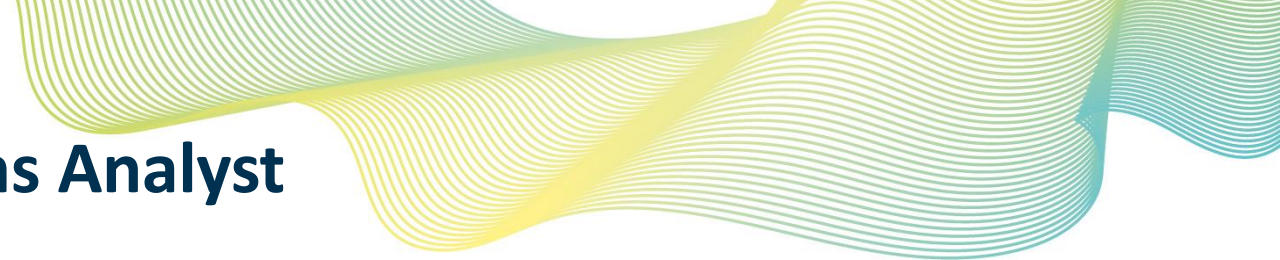
- Facilitate and coordinate enhancement programs and projects through the effective utilisation of the processes, systems and technologies deployed by the business.
- Support the SAP Delivery Team and Business Partners with key strategic relationships and stakeholder engagement
- Assist with the prioritisation of requests and enhancements
- Assist in the development of business requirements, opportunity canvas and business cases.
- Assist in the development of stakeholder reporting and strategic communications

Leadership and Organisation

- Identify opportunities for business process improvement

Technical

- Provide business analysis expertise and support to ensure projects and initiatives include effective analysis
- Quality and timely business requirements, opportunity canvas and business case development
- Provide expertise in the design, review, and implementation of application integrations



Position Description: Business Systems Analyst

Candidate Attributes

Technical Skills and Qualifications

- Tertiary qualification in an appropriate discipline or equivalent experience.

Experience

- Experience and sound understanding of business analysis principles, methodologies, and tools.
- Minimum 5 years' experience in a Business Analyst or Customer engagement role
- Experience in SAP would be advantageous

Capabilities

- High level of interpersonal and written communication skills to promote effective relationship management.
- Familiarity with project management approaches, tools and phases of the project lifecycle
- Strong problem solving, decision making and analysis skills.

Change Mindset

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

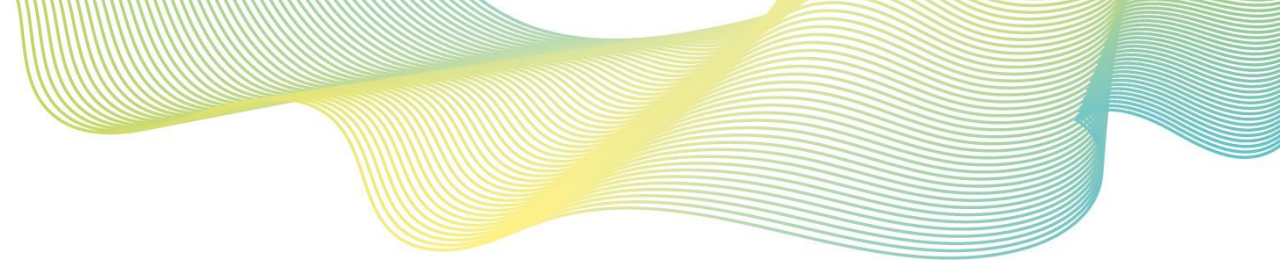
Growth Mindset

- 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.

Position Description: Business Systems 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.	<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
Accountability	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



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.



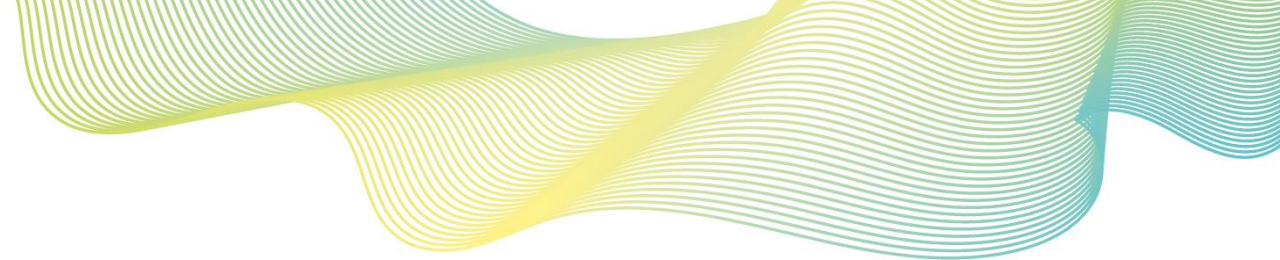
Better together

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.