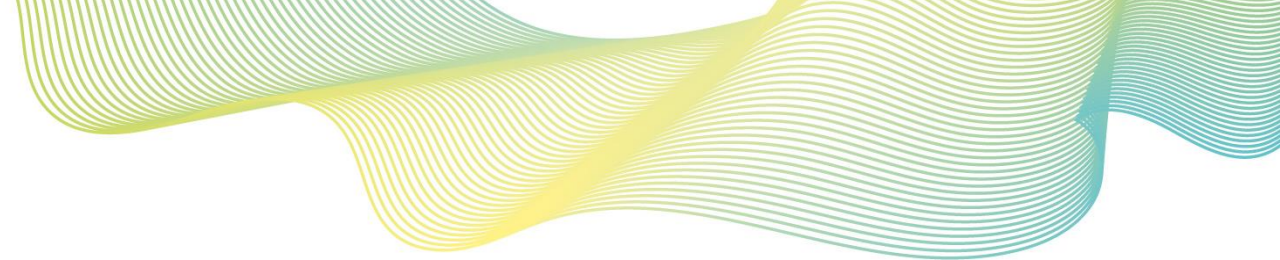


Ready to challenge yourself?

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: **Commercial Student Placement**

Role Overview

- **Position Classification:** HT1
- **Number of Direct Reports:** NIL
- **Team, Business Area:** Resource Modelling, Commercial
- **Immediate Manager:** Team Leader
- **Manager-One-Removed (Skip):** Head of Commercial Modelling

Role Purpose

Under the guidance of experienced personnel the Student will develop skills, knowledge and experience that will shape you in to a well-rounded professional.

Position Description: **Commercial Student Placement**

Role Accountabilities

Strategy Execution (customer, community and stakeholders)

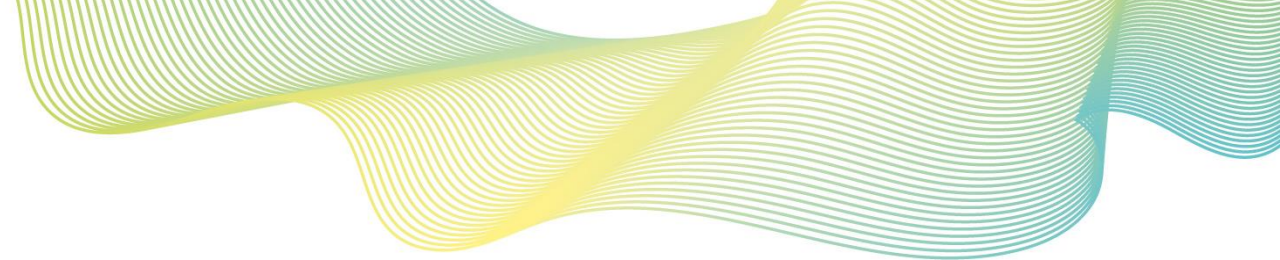
- Helping maintain a service delivery culture; and
- Contributing to team engagement, cohesion and performance.

Leadership and Organisation

- Contribute to and monitor progress against, personal performance plan objectives and undertake appropriate professional development opportunities.
- Take responsibility for own work priorities to ensure accuracy, quality, value and timeliness of work undertaken, contributing to and incorporating continuous improvement.
- Ensuring safety awareness within the team and promoting Hydro Tasmania's safety values.
- Ensuring own safety and security when attending unmanned locations.
- Working collaboratively with other team members and pro-actively sharing knowledge and learnings with other Vocational Students and team members.

Technical

- Develop an understanding and knowledge of Hydro Tasmania group business and assets.
- Develop technical knowledge, skills and judgement in the relevant field/s.
- Develop own technical advice and support network through association and communication with experienced colleagues and mentors.
- Develop an understanding and knowledge of business processes and apply these to work performed.
- Develop an understanding and knowledge of internal and external standards and compliance requirements and applying these to work performed.
- Contributing to team engagement, cohesion and performance.
- Gaining experience by the completion of a broad range of tasks.



Position Description: **Commercial Student Placement**

Candidate attributes

Technical skills and qualifications

- Undertaking qualifications in appropriate discipline.

Experience

- Demonstrated experience functioning within a team environment.

Capabilities

- Ability to develop professional and technical judgment and maturity by being exposed to a variety of work environments and task challenges,
- Ability to seek, accept and benefit from advice from mentors and more experienced colleagues,
- Ability to adapt to and work effectively within a variety of changing situations,

- Ability to take responsibility for own development needs and learning,
- Strong communication skills with the ability to listen, understand and modify positions to achieve mutually acceptable outcomes,
- Problem solving, logical, technical and analytical skills,
- Self-motivation and organisational skills to manage work and time to achieve or exceed expectations.

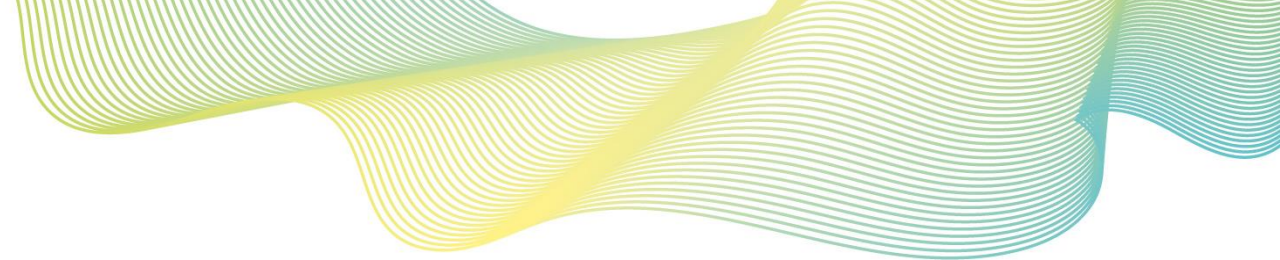
Behavioural competencies

- See the Behavioural Competency Framework on the following page.

Position Description: Commercial Student Placement

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



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.



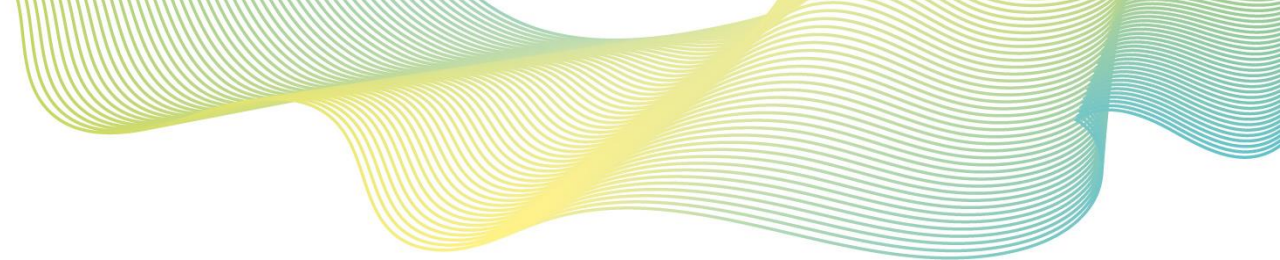
Better together

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.