

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: **Trainee Operator Maintainer**

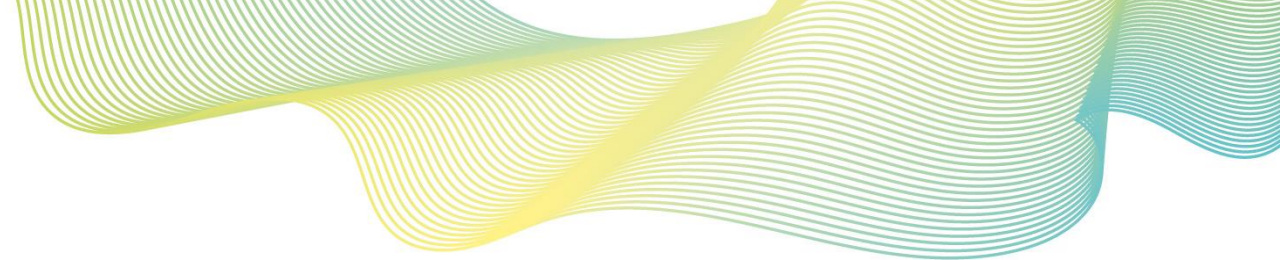
Role overview

- **Position classification:** HT3
- **Number of direct reports:** NIL
- **Delegation Level:** NIL
- **Team, business area:** Production Operations. Assets and Infrastructure
- **Immediate manager:** Production Supervisor
- **Manager-one-removed (skip):** Regional Production Manager

Role purpose

As an integral member of the team, provide leadership, technical support and train to provide high level operational functions in the maintenance of generating equipment and associated infrastructure.

Train to operate, maintain and improve the regions assets, and to provide a safe and environmentally friendly place of work.



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Role accountabilities

Leadership and organisation

- Contribute to and monitor performance 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;
- Maintain knowledge and expertise in relevant field/s and keep abreast of best practice and developments in legislative requirements;
- Work collaboratively within the BSI team and across the corporation, demonstrating alignment with agreed team behaviours;
- Build and maintain successful relationships relevant to the role purpose and contribute to the accomplishment of BSI's team goals;
- Contribute to peer mentoring, and experience and skill sharing to build knowledge and capability within the BSI team; and
- Ensuring safety awareness within the team and promoting Hydro Tasmania's safety values.

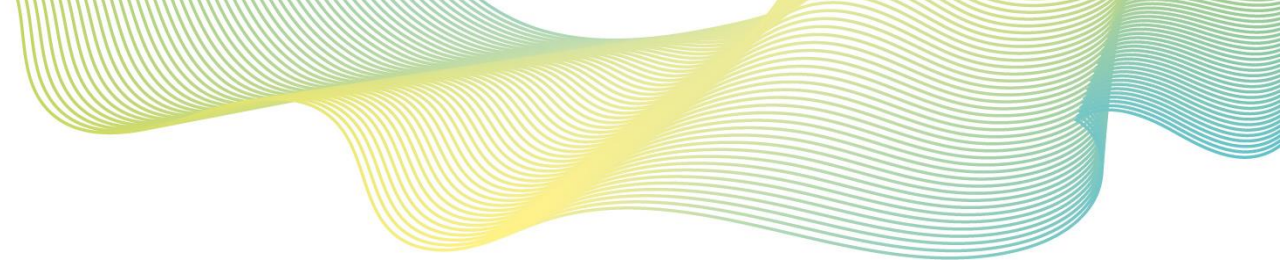
Financial

- Ensuring defined projects within own area of work are delivered on time and within budget.

Technical

Operate hydro plant locally (in accordance with Hydro Tasmania Safe Work Practices), including under adequate supervision:

- Operate generating plant and associated auxiliary equipment as per training plan;
- Carry out switching and reconfiguration of switchyards;
- Under adequate supervision operate head works equipment and adjust water flows;
- Carry out isolations of equipment for the purposes of issuing Permits to Work; and
- Commissioning of equipment prior to being placed into service.



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Role accountabilities

Technical

Perform maintenance work on plant, including:

- Participating in maintenance activities as designated by the Production Manager where training opportunities are identified;
- Providing safe working conditions for maintenance activities and under adequate supervision issue and cancel permits for training purposes;
- Ensuring station security when attending unmanned stations;
- Ensuring that all work is carried out while maintaining a high level of safety;
- Ensuring that all work is carried out while maintaining the highest level of environmental awareness; and
- Work closely with Area Coordinator regarding current work plan and any future work required to be completed.

Perform condition monitoring activities, including:

- Ensuring that the operational routines are carried out;
- Ensuring that all plant anomalies are immediately reported;
- Under adequate supervision participating in routine functional testing of plant and equipment; and
- Carrying out maintenance routines when required.

Technical

Ensure work is recorded and planned, and prepare technical reports, including:

- Utilising work management system to record and plan work (SAP);
- Preparing technical and operational reports;
- Preparing operational plan sheets for the execution of operations and/or isolations; and
- At suitable level of competence preparing pre-commissioning and commissioning push button procedures to return plant and equipment to service.

Is accountable for own actions as a Trainee Operator and comply with codes and procedures, including:

- Electrical Safety Code;
- Isolation and Access Procedures and Safe Work Practices Rules as a Trainee Operator;
- Under adequate supervision carry out all operations in accordance with Operational Directives, Operating Procedures and Manufactures requirements

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Candidate attributes

Technical skills and qualifications

- Trade and post trade qualifications in a mechanical or electrical discipline;
- Electrical trades people need to have a current Tasmanian Electrical Technicians Licence;
- Mechanical trades need a restricted electrical licence; and
- Current drivers licence.

Experience

- Experience in generating plant maintenance and overhaul; and
- Workshop practices in the trade specialisation.

Capabilities

- Ability to build collaborative relationships;
- A suitable working standard in computing skills, utilising Microsoft Office Suites of products, SAP;
- Generates commitment to a desired goal using appropriate interpersonal styles and methods;
- Accurately and carefully follows established procedures for completing work tasks;
- Fault diagnosis skills for generating plant, ancillary systems and equipment; and
- Hydro Tasmania Team Member Core Competencies.

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.

Behavioural competencies

- See the Behavioural Competency Framework on the following page.

Position Description: Trainee Operator Maintainer

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.



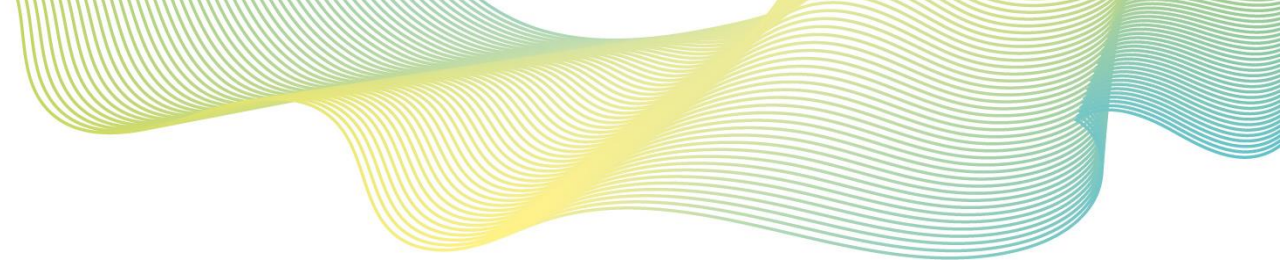
Better together

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.