



HELLO

Welcome to a specialist power and water consulting firm that puts
purpose, challenge and opportunity first.

An Australian-owned organisation that does some of the most exciting
strategy, planning, design and construction work in the world.

An organisation with a deep connection to hydropower generation and
retail energy, linking up the entire energy lifecycle.

Welcome to Entura.

We own. We operate. We consult.

POSITION DESCRIPTION: PRINCIPAL RENEWABLES ENGINEER – WIND

Role overview

- Position Classification: : Enterprise Agreement: CSD
- Number of Direct Reports: NIL
- Delegation Level: DL6 <\$20K
- Team, Business Area: Renewables Development Team within the Water & Renewable Group
- Immediate Manager: Team Leader Renewables Development
- Manager-One-Removed (Skip): Director Water and Renewables

Role purpose

Playing a key leadership role within the business, being influential across a range of stakeholders, and promoting the strategic direction of the business, leading the provision of expert advice, leadership, and mentoring within their team, ensuring appropriate skills development to match solution requirements.

The position will have a primary emphasis on wind energy, and is likely to include involvement in solar PV, energy storage, and hybrid power projects and will also contribute to the wider discipline depending upon resource requirements.

Develop and use national/international contacts to obtain consultancy work for Entura.

Role accountabilities

Strategy Execution

- Develop leadership capability to ensure personal effectiveness in role.
- Collaborate across Entura to build the effectiveness of the Entura Business.
- Provide a leadership example by demonstrating collaborative behaviours across the business to achieve required business outcomes, and engagement and delivery of broader business initiatives.
- Create and sustain a significant market/industry profile by participating/taking a leading role in national/international conferences, study groups, forums.

Financial (budget expenditure, revenue, profit targets, etc)

- Contribute to the profitable operations of the business unit.
- Contribute to building sales revenue across the business.
- Delivering value to customers.
- Contribute to building, retaining and growing key accounts.

Leadership and organisation

- Responsible for technical correctness, accuracy, quality, value and timeliness of own work undertaken, and the work of others.

- Make a positive contribution to achievement of Entura business plan objectives.
- Demonstrate alignment with and commitment to the agreed strategic direction and team behaviours.
- Ensuring compliance with Statutory and Regulatory requirements and Corporation charters and policies.
- Encourage a culture of personal and professional development and commerciality.
- Develop technical capability and provide mentoring, training, and coaching to members of the relevant discipline, both within the team, across other teams, and within assigned project teams.
- Contribute to the development of effective mentoring and coaching programs and mechanisms.
- Encourage a culture of personal and professional development and commerciality.

Technical

- Ensure compliance with Entura's quality management systems.
- Contribute to continuous improvement of the quality management system through awareness and use of Entura's continuous improvement tools.
- Ensure the effective profitable delivery of projects and client outcomes.
- Complex understanding of Engineering in chosen field
- Act as an early technical sounding board across the team, with regard to efficient, effective and commercial approaches, with deeper project interventions and redress as required.
- Promote our technical knowledge and capability through Thought Leadership.

Sales funnel engagement

- Contribute to thought leadership and content development strategy.
- Contribute to the strategic direction within and the team.
- Support client engagement as required, especially as part of strategic pursuits.
- Contribute to Why-Go? discussions and Go/No-Go decisions.
- Review major/complex proposal documents and cost estimates.

Candidate attributes

In this role you will provide leadership and technical engineering advice in Wind Energy and other forms of Renewable Energy. The primary position responsibilities will include undertaking and supervising others carrying out tasks relating to resource monitoring, data analysis, feasibility study and design, energy yield assessment, technical due diligence, and owner's engineer services. You will have technical knowledge of wind energy and demonstrated ability to lead multidisciplinary teams on wind energy and other renewable energy projects.

Technical Skills and Qualifications

- Tertiary qualifications in engineering or a related discipline or experience as required for admission as a member of Engineers Australia.
- At least 10 years' experience in renewable energy with an emphasis on providing leadership and technical expertise in wind farm development, construction and operation.

Desirable

- Knowledge and understanding of the range of wind energy and renewable energy technologies and energy storage devices
- Knowledge and experience in the development, construction and operation of wind farms and other renewable energy generation systems.
- Experience leading a team of experts to investigate, evaluate and/or build renewable energy projects
- Technical due diligence and owner's engineer experience

- Experience in resource monitoring, data analysis and energy yield assessment
- Knowledge of the structural, mechanical and electrical design and components of wind turbines
- Excellent customer services skills
- Excellent project management skills
- Ability to work in a consulting environment involving competitive bidding and continuous improvement

Candidate attributes

Experience




- Strong leadership skills with the ability to motivate, mentor, coach and develop team members in technical excellence, interpersonal skills and knowledge sharing, and achieving team cohesion and performance targets.
- Strong ability to lead and motivate performance and manage change.
- A demonstrated commitment to values based decision making.
- Strong business acumen and proven track record in effective leadership of people and delivering outcomes to clients.
- A collaborative approach with the ability to build effective partnerships within your group and across the organisation.
- Good influencing and negotiation skills with the ability to listen, understand and modify positions to achieve mutually acceptable outcomes.
- Problem solving and analytical skills covering strategic, technical and complex operational problems in the context of ambiguity and change.
- You identify and implement opportunities for continuous improvement/Lean initiatives within your group.
- 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

Find the behavioural Competency Framework at the end of this position description.

Change leader

Organisational values: Our Way

	<p>Keep each other safe</p> <p>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.</p>
	<p>Find a way</p> <p>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.</p>
	<p>Do The Right Thing</p> <p>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.</p>

	<p>Better Together</p> <p>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.</p>
	<p>All About Our Customers</p> <p>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.</p>
	<p>Fun-loving Professionals</p> <p>We're passionate about what we do so we strive to be our best. Our technical expertise and leadership is matched by our integrity.</p>

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 Tasmania 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.

POSITION DESCRIPTION: POSITION TITLE

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

POSITION DESCRIPTION: POSITION TITLE

Leadership Behavioural Competency Framework

Competency	People Leaders and Senior/Specialists Experts (need to demonstrate competence at 'all of us' level in addition to the two Leadership competencies):	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