

Position Description: Head of Enterprise Risk

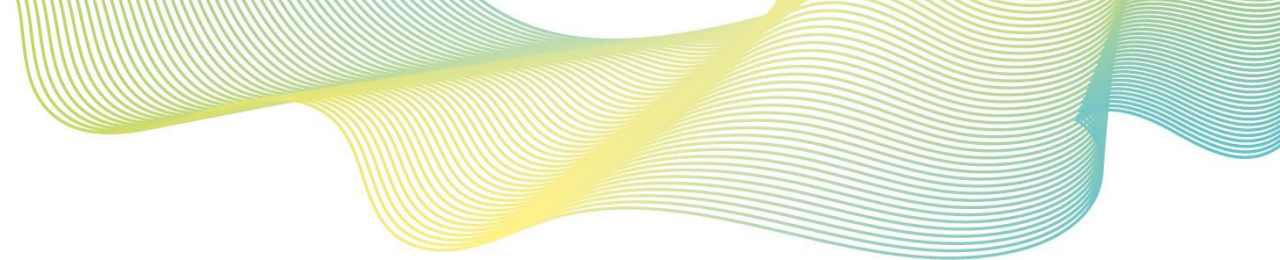
Role Overview

- **Executive Level:** EL TBC
- **Number of Direct Reports:** < 5
- **Team, Business Area:** Enterprise Risk, Finance and Strategy
- **Immediate Manager:** Executive General Manager Finance and Strategy
- **Manager-One-Removed:** CEO

Role Purpose

The Head of Enterprise Risk is responsible for developing the Risk Management strategy for the organisation as well as overseeing the Enterprise Risk Management framework. This role leads a team of customer-focussed Risk and Cyber-Security professionals that work closely with stakeholders to identify, track and mitigate business risks whilst also enabling innovation and value generation.

The role is an active member of the audit and risk management committee and will provide advice and analysis across a broad range of risk-related matters to the Executive Leadership Team and Board.



Position Description: Head of Enterprise Risk

Role Accountabilities

Strategy Execution (customer, community and stakeholders)

- Identifies new areas and opportunities and works with internal stakeholders to translate this into delivered value.
- Champions the awareness, development, and socialisation of Enterprise Risk culture, policies, standards and processes across the organisation.
- Define and manage appropriate governance structure for Enterprise Risk, including cyber security
- Lead the continuous improvement of the Enterprise Risk function and corporate culture by partnering with change leaders across the business to design and execute a fit-for-purpose educational strategy.

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

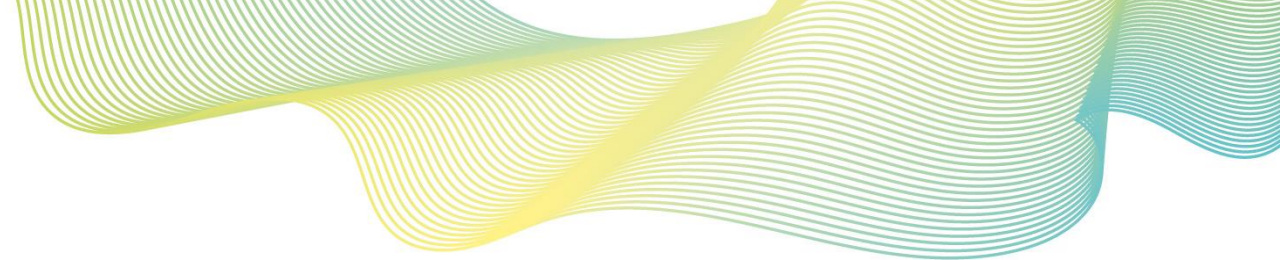
- Manage budgets and value delivered by the function / team, including ROI, revenue and EBIT uplift and how key measures of productivity and capacity are improved over time.

Leadership and Organisation

- Strong leadership experience and capability including the ability to create, coach and motivate a high performing team.

Technical

- Sound understanding of risk management and conformance with ISO 31000.
- Ability to advise on suitable controls to mitigate risk across the Hydro Tasmania Group.
- Ability to work with key stakeholders and assist them to develop their understanding of cyber security, compliance and risk management.
- Ability to drive the implementation of a systematic and structured process for the identification and management of technology security risks for business processes, and projects involving technology.
- Knowledge of energy, utilities, retail or other regulated business.



Position Description: Head of Enterprise Risk

Candidate attributes

Technical skills and qualifications

- Bachelor's Degree in a relevant discipline
- Post-grad in an appropriate discipline (e.g. business management, technology management, Security), or commensurate experience.
- Certification in Information Security or Risk related area, such as CISSP – ISSMP, CISM, or CISA.

Experience

- 8 years experience in a leadership position and a firm knowledge and experience of corporate risk analysis and management.
- At least 10 years' experience in a compliance related role or other associated discipline in a highly regulated industry
- Demonstrated experience in the preparation of reports to the Executive/Senior management as well as solid understanding of cyber risk and compliance management and industry standards.

Capabilities

- Ability to assist key stakeholders with preparation of reports, and
- Demonstrated strong influencing and interpersonal skills plus the ability to work with a wide range of people across the business.
- Ability to articulate complex technical problems using simple business terms to effectively present ideas to non-technical stakeholders, senior executives and board members.
- Demonstrated ability to represent the company and successfully deal with external authorities
- Demonstrated leadership and the ability to articulate a vision and strategy.

Behavioural competencies

- See the Behavioural Competency Framework on the following page.

Position Description: Head of Enterprise Risk

Behavioural Competency Framework

| Competency | Description | Foundation: works under routine supervision, has defined discretion | Intermediate: operates independently for routine tasks | Advanced: works under broad discretion and fully responsible for planning own work and supervising others | Master: has substantial authority and full accountability |
|-------------------|--|---|--|---|---|
| Customer focussed | You build strong customer relationships and have their best interest at heart. | | | | X |
| Strategic mindset | You look ahead to future possibilities and think long-term. | | | | X |
| Action-oriented | You take on new opportunities and challenges with urgency, energy and enthusiasm. | | | | X |
| Collaborative | You build partnerships and work effectively with others to meet shared objectives. | | | | X |
| Enables wellbeing | You make purposeful and well-informed choices to optimise wellbeing for self and others. | | | X | |
| Instills trust | You gain the confidence and trust of others through honesty, integrity, and authenticity. | | | | X |
| Self-aware | You have a good insight into your strengths and weaknesses and are aware of your impact on others. | | | | X |

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.



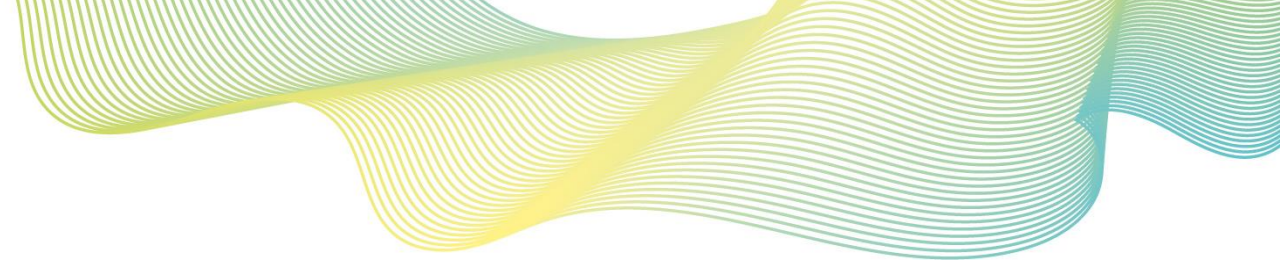
Better together

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.