

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: **Mechanical Supervisor**

Role overview

- **Position classification:** HT3
- **Number of direct reports:** NIL
- **Delegation Level:** NIL
- **Team, business area:** Major Works, Assets and Infrastructure
- **Immediate manager:** Delivery Manager
- **Manager-one-removed (skip):** Head of Major Works

Role purpose

As an integral member of the Major Works Team (State-wide), skilled technical support for maintenance, operational conditional monitoring and capital refurbishment projects on generating equipment and associated infrastructure.

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Role accountabilities

Strategy Execution

- Contributing to and monitoring performance against personal Performance Plan objectives;
- Undertaking appropriate professional development opportunities, including undertaking the role of Site Manager in the absence of the incumbent; and
- Maintaining up to date knowledge of relevant drawing and information systems in order to sustain and improve fault finding skills and participate in root cause analysis reviews.

Leadership and organisation

- Providing mentoring and supervision for junior Technicians/Assistants and Apprentices, including providing feedback to Managers in relation to performance and identified skill gaps;
- Ensuring safety awareness within the team and promoting Hydro Tasmania's safety values;
- Ensuring own and station safety and security when attending unmanned locations; and
- Providing leadership to the work crew on safety, quality and schedule such that the project objectives are met.

Technical

Undertake maintenance and operation tasks, functional testing and condition monitoring, including:

- Performing basic operational activities to enable essential maintenance activities to be carried out under safe working conditions, and issuing appropriate permits as required;
- Conducting minor operational repairs and preventative maintenance on generation equipment under the guidance of Senior Generation Technicians;
- Assisting with functional testing, condition monitoring and capital refurbishment, including developing and implementing equipment inspection regimes, actively reporting maintenance issues and assisting with technical solutions; and
- Providing support and coordination functions during capital refurbishment and upgrade projects, including crane driving, scaffolding, rigging and dogging and transport driving, as required.

Assist with ongoing maintenance of work control within the SAP system, including:

- Contributing to development of detailed project plans, including detailing the scope of work, allocation of resources (both human and material) and material acquisition for maintenance activities;
- Undertaking First Pass inspections, reporting identified issues and escalating as required;
- Finalising work orders by accurate and timely data entry of details; and
- Preparing reports and maintenance histories as required for recording in SAP.
- Create and review all mechanically related ITPs/IRs and ensure these are complete, engineering review completed (where required) and filed.

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Technical (Continued)

Contribute to safety and environmental compliance and assurance, including:

- Assisting with compliance audits in line with Work, Health Safety and Environmental legislative requirements;
- Assisting with incident investigations and subsequent corrective actions;
- Assisting in the operation of the Work, Health, Safety and Environment Management System;
- Safety management
 - Provide leadership in managing risk
 - Co-ordinate Take 5 and SWMS reviews
 - Monitor Take 5 and SWMS implementation and review/adjust as required
 - Participate in incident reporting and incident investigation
- Participating in emergency responses as required, including bush fire suppression, oil and chemical spill control and clean up; and
- Ensuring own work is carried out while maintaining the highest level of safety and environmental awareness.

Provide support services and customer service, including:

- Acting as Site Representative/Contact for Hydro Tasmania contractors during site work; and
- Maintaining up to date knowledge of Power Stations and generating assets in order to conduct Power Station and asset guided tours.

- Co-ordinate planning and update meetings (nominally daily).

Making sound judgements in managing own time to meet priorities in line with the State-wide Work Plan, including:

- Setting and actioning work programs with minimal supervision;
- Monitoring progress of allocated responsibilities against objectives and taking corrective actions as required; and
- Ensuring defined projects within own area of work are delivered on time and within budget.

Candidate attributes

Technical skills and qualifications

- Strong mechanical background or experience in an equivalent industrial area;
- Current drivers licence.

Experience

- Demonstrated experience with maintenance of industrial electrical/mechanical equipment;
- Proven experience in workshop practices in trade specialisation.

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Capabilities

- Demonstrated ability to solve complex issues through identification and implementation of viable solutions;
- Proven ability to work autonomously, and manage time and conflicting priorities to meet business requirements;
- Computer literacy, specifically Microsoft Office suite;
- Excellent customer service approach and skills,
- Excellent interpersonal and communication skills, with the ability to listen, understand and modify positions to achieve mutually acceptable outcomes,
- A collaborative win/win approach with the ability to build effective partnerships within own team and across the organisation and with suppliers,
- Demonstrated competency in Hydro Tasmania's suite of office IT applications, and procurement and inventory management systems, and
- A track record in delivering outcomes.

DESIRABLE

Technical skills and qualifications

- Certificate III Trade qualification (Mechanical);
- Post trade qualification or equivalent vocational experience Dogman/Rigger Certificate;
- Person in Charge authorisation for defined assets and defined work;

- Confined Space Training – Control Entry Level III;
- First Aid Level II or ability to acquire.

Experience

- Experience working in environments that required scaffolding and crane driving.

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.

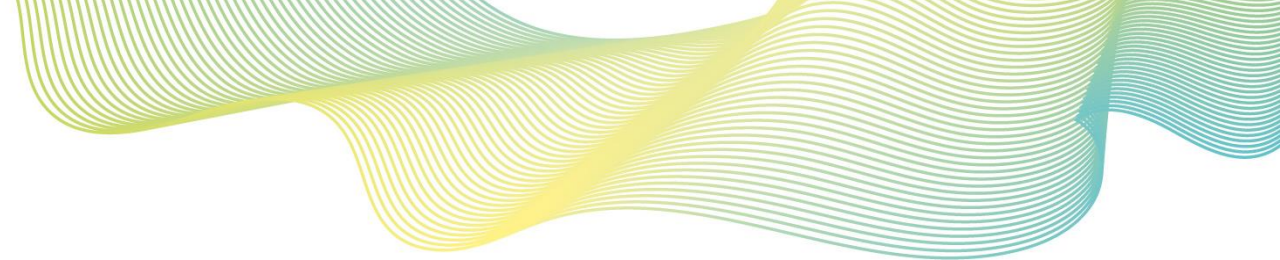
Behavioural competencies

- See the Behavioural Competency Framework on the following page.

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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.



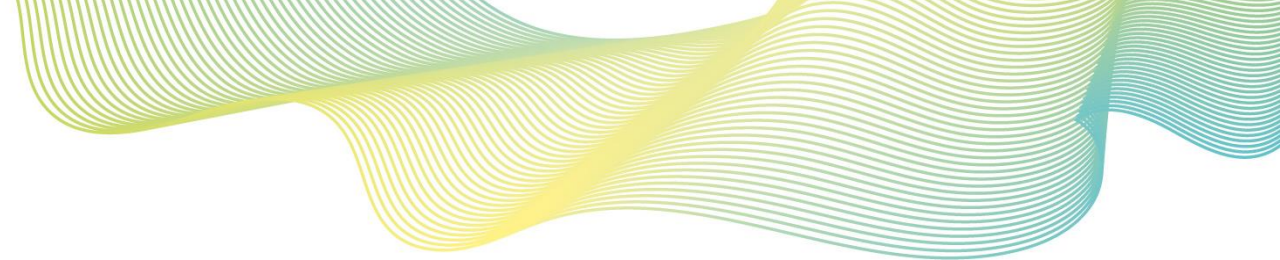
Better together

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.