

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: **Outage Manager**

Role overview

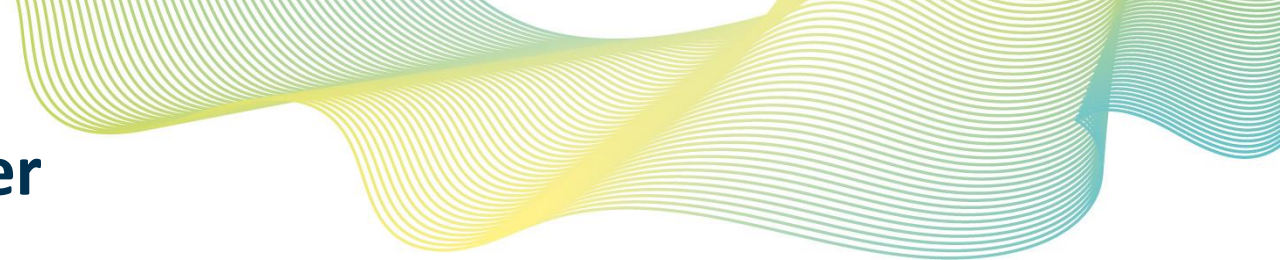
- **Position classification:** HT5,
- **Number of direct reports:** NIL
- **Delegation Level:** DL6 < 20k
- **Team, business area:** Major Works, Assets and Infrastructure
- **Immediate manager:** Delivery Manager
- **Manager-one-removed (skip):** Head of Major Works

Role purpose

This senior position is required to contribute to the achievement of the strategic direction of Assets and Infrastructure and the Corporation by continually improving our processes, systems and the capability and commitment of personnel associated with Technical and Operations' outage programme.

The specific role of an Outage Manager is to lead the planning and execution of assigned outages of generating plant; optimising outage duration against production opportunities and ensuring the safe and timely achievement of required technical outcomes to agreed budget and required quality.

This position is at the forefront of Asset and Infrastructure's ability to deliver on commitments, maximise production opportunities and manage risk. The incumbent requires strong capability with respect to project management, leadership and major refurbishment and maintenance of hydro plant.



Position Description: **Outage Manager**

Role accountabilities

Strategy Execution (customer, community and stakeholders)

- Demonstrating high levels of collaboration with other Technical and Operations teams around the State to ensure efficient use of resources and state-wide work plan priorities;
- Working collaboratively with customers and stakeholders across the Corporation;
- Working effectively with external stakeholders to delivery requisite business outcomes, whilst maintaining and enhancing the Corporation's public image;
- Working collaboratively with cross functional teams and providing expert Hydropower and operational advice and support to other members of the outage preparation and implementation team; and
- Building and successfully managing all relationships relating to the purposes of role.

Leadership and Organisation

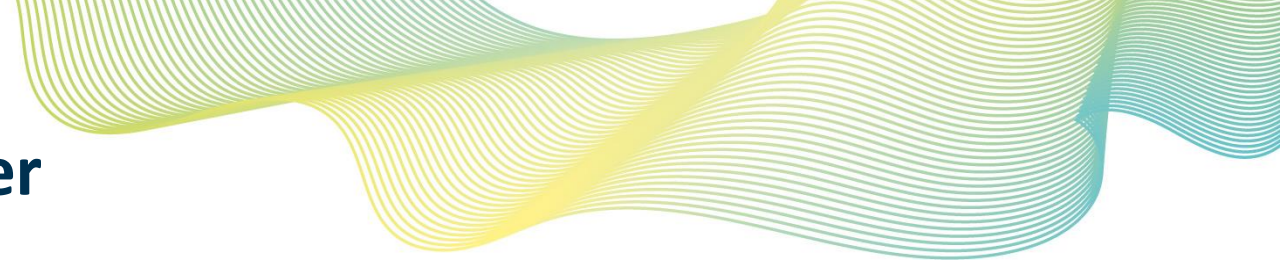
- Identifying and assembling the skills and resources required to plan and deliver major outages from across the organisation and external contractors with up to 100 personnel involved and managing and leading these resources to deliver business outcomes;
- Leading the assembled multi-disciplinary outage team in building the required high levels of engagement, cohesion and performance required to successful deliver outages;
- Ensuring the health and safety of team members and contractors.

- Ensuring the sustainability of the Corporation by the pro-actively mentoring and development of the outage team personnel in technical aspects of hydro plant, the discipline of project management and the high performance culture required in executing outages in a production environment; and

Technical

Contributing to sustainable and commercially responsive asset management through the management of assigned outages of generating plant, ensuring the safe and timely achievement of required technical outcomes to agreed budget and required quality, including:

- Identifying and managing Client requirements and intended outcomes, development and refinement of scope options and development of technical specifications;
- Managing the planning and detailing of the outage, to define the schedule, cost, quality and risks including procurement and offsite manufacture and/or refurbishment of components of plant. The Outage scope will often include the implementation of individual projects with assigned project managers;
- Identification and engagement of external resources and contractors;
- Leading the Hazard and Operability Studies (HazOpS) of new or modified equipment as required;
- Optimising the outage duration and shift arrangements against the cost of lost production, resource constraints, safety and risk;



Position Description: Outage Manager

Technical- continued

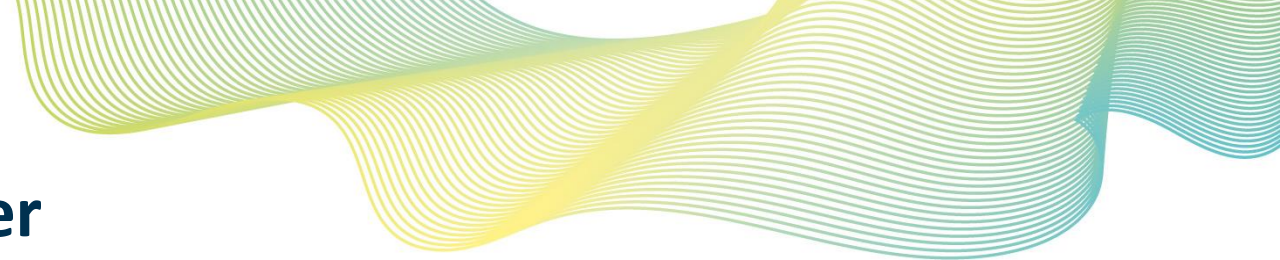
- Preparation of Outage Business Cases providing the rationale for executing the recommended scope of work and defining the outage schedule, budget, resources, contracts, procurement etc as well as the identification and mitigation of risks;
- Managing the preparation of commissioning plans and documentation for submission to NEMMCO and Transmission Network Service Provider (TNSP) for new plant/equipment or alterations to existing equipment;
- Managing the execution of the work to achieve the defined technical outcomes and levels of quality which will enable the plant to perform to the required levels of production reliability;
- Accountability for effective governance, stewardship and technical outcomes over multimillion dollar pieces of equipment and infrastructure;
- Application of high standards of project management in monitoring and controlling scope, risk, schedule, cost etc. and communicating status and issues to stakeholders;
- Accountability for outage budget and schedule outcomes in a production environment;
- Accountability for the Outage finalisation process including producing outage completion reports, identifying and implementing revised maintenance requirements, ensuring completion of as built drawings and key documentation; and
- Leading the Outage Review process to capture the lessons learned and contributing to the consistency and improvement of outage processes and work practices across the state.

Driving Safety and Environmental performance on Outages in order to manage relatively high risk activities for the Organisation, including:

- Leading the outage team in ensuring that a true sense of accountability for the safety of self and others is developed within the outage team;
- Actively managing Contractor safety and leading contractors in delivering the safety and environmental outcomes required by the Corporation;
- Leading the outage management team and driving improvements in safety and environmental awareness culture and practices to ensure continuous improvement in these critical success criteria;
- Ensuring that all work is carried out in accordance with OH&S and environmental policies and procedures; and
- Ensuring that all OH&S or Environmental incidents and non compliances are reported, investigated and recommendations implemented.

Managing effective resource utilisation and ensuring high levels of plant performance and availability, including:

- Providing expert advice to the development of the forward outage programme based on learnings from outages implemented and expert skills and experience with Hydropower plant and equipment;
- Utilising expert Hydropower skills and experience to identify likely resource requirements to complete the forward work programme (up to 2 years in advance of actual work). Effective delivery of the outage programme depends on the outage manager's ability to identify requirements and profiles of field personnel, Entura resources and Contractors and alliance partners.



Position Description: **Outage Manager**

Technical- continued

Managing client expectations and plant requirements in order to secure production opportunities and effectively manage the asset portfolio, including:

- Managing the real time interface with the Commercial team to ensure timely response to client requirements. The real time production environment requires the outage manager to deal effectively with fluid client requirements via planning for multiple scenarios and developing contingency plans;
- High level negotiation and influencing skills to manage the conflicting priorities of plant availability for production opportunities and the need for effective plant stewardship via the outage process; and
- High level commercial focus and skills by actively managing outage cost and schedule and taking action reflective of the level of impact on plant availability and projected revenue implications.

Effective and timely communications to key stakeholders, including:

- Preparation of regular reports on outage progress, cost and issues; and
- Regular reporting and liaison with clients.

Position Description: **Outage Manager**

Candidate attributes

Technical skills and qualifications

- Mechanical or Electrical Trade Qualifications and/or
- Operational qualifications and/or
- Engineering Certificate and/or
- Project Management and/or
- Equivalent experience.

Experience

- Expert skills, knowledge and ability in all aspects of operations and maintenance of Hydropower plant;
- Demonstrated skills in managing people, processes and practices;
- Experience in budgeting and cost control processes on projects and/or outages;
- Experience in report writing and documentation preparation;

Capabilities

- Demonstrated capability to fulfil the people, technical and scheduling accountabilities of the role including outage planning and management in a heavy industrial environment or power utility;
- Commercial awareness/business acumen; and
- Demonstrated problem solving skills and real time decision making capability.

Change leader

- You identify and implement opportunities for continuous improvement/Lean initiatives within your team and across the business.
- 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

- See the Behavioural Competency Framework on the following page.

Position Description: **Outage Manager**

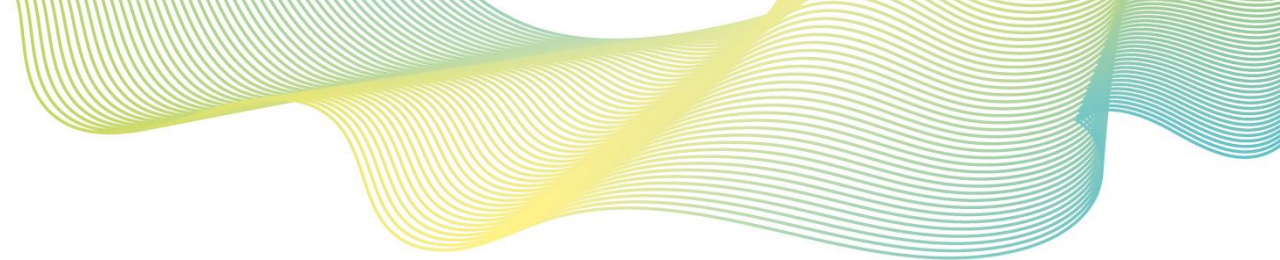
Behavioural Competency Framework

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

Leadership Behavioural Competency Framework



Competency	People Leaders and Senior/Specialists Experts (need to demonstrate competence at 'all of us' level, in addition to the below five General Behavioural competencies People leaders also need to demonstrate 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



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.



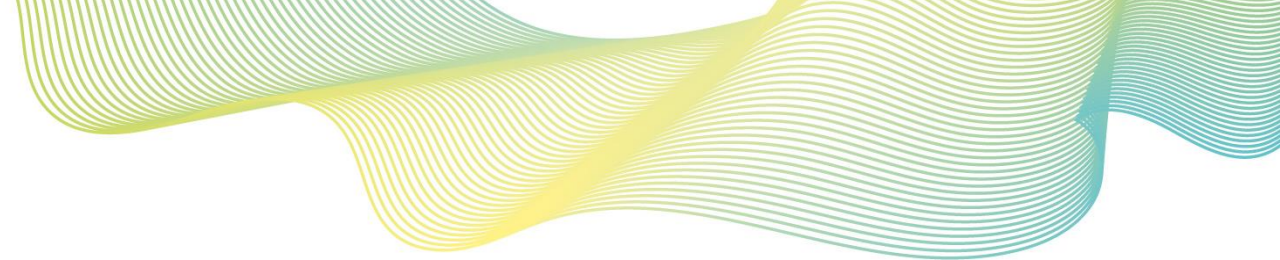
Better together

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 Tasmania 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.