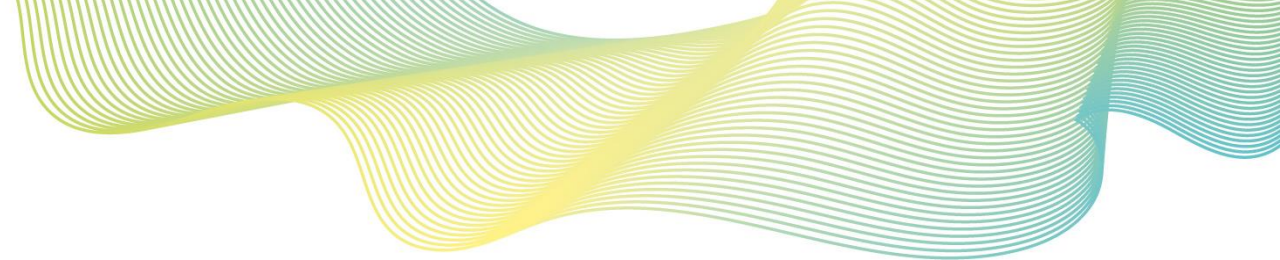


# Ready to challenge yourself?

At Hydro Tasmania, we're leaders in renewable energy, powering Australia with clean hydropower. We really care about making a difference for 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.**



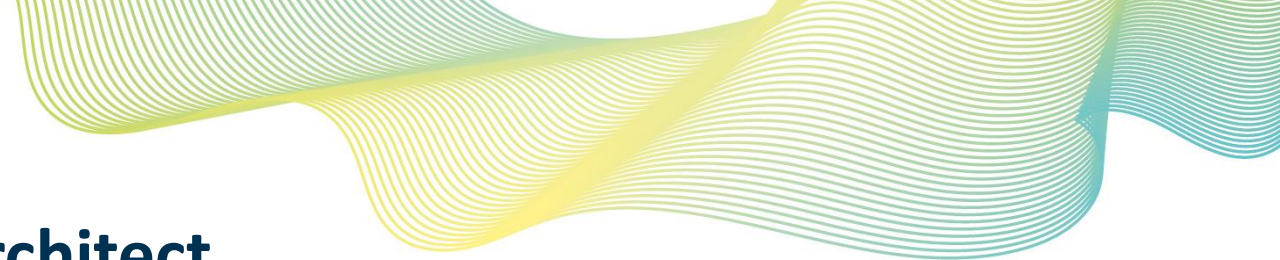
# Position Description: **SAP Solution Architect**

## Role Overview

- **Position Classification:** HT5
- **Number of Direct Reports:** NIL
- **Team, Business Area:** Information Technology, Finance
- **Immediate Manager:** Manager IT Architecture
- **Manager-One-Removed:** Head of Information Technology

## Role Purpose

- Leads the development of the technical strategy and architectural plans for Hydro ERP technology supported by SAP.
- Leads preparation and maintenance of architectural data for planning SAP landscapes in the enterprise architecture repository.
- Support program of work planning providing technical and architectural input into the prioritisation of initiatives to support defined roadmap programmes, technical uplifts and enhancements
- Works in collaboration with the IT team on standards, solution architecture, ensuring the appropriate governance is applied to SAP Solutions and maintaining the integrity of the platform.



# Position Description: **SAP Solution Architect**

## Role Accountabilities

### Strategy Execution

- Guide and develop technical strategy and architectural planning for SAP.
- Maintain accurate SAP architecture in the enterprise architecture repository to support planning.
- Providing guidance to leaders on impacts to technical strategy, including, operational and project risks.

### Financial

- Support cost estimates and financial planning with IT planning team.
- Understand financial strategy and apply to options and designs.

### Leadership and Organisation

- Lead the architectural planning for SAP.
- Develop and maintain excellent working relationships with key stakeholders.
- Manage workload in alignment with the SAP delivery team, IT projects and IT planning.

### Technical

- Collaborate with SAP Delivery team on development of technical roadmap.
- Support and guide operational plan covering SAP SDLC, EHP / upgrades and patching and correction strategy (SP Stacks, Notes).
- Support change management risk and impact analysis across project and operational domains.
- Support the mapping of technical and business capability in consultation with application architect.

# Position Description: SAP Solution Architect

## Candidate attributes

### Technical skills and qualifications

- Tertiary qualification in relevant discipline or equivalent industry experience.
- Certified in technology platforms e.g. SAP and related platforms.
- Strong SAP product portfolio knowledge, skills in acquiring up to date real world insights.

### Experience

- Minimum 8 years in SAP Solution Architecture or similar roles in enterprise environments.
- Hands on expert level capability with SAP and integrated systems.
- Experience with SDLC and project management methods.
- Experience using Enterprise architecture repositories e.g. Ardoq.

### Capabilities

- Collaborative consultation across technical domains including application, data, information and cloud.
- Ability to document and simplify technical details to enable clear decision making for leaders.
- Recognise and manage relationships with project managers, business analysts, system owners and maintainers.
- Ability to identify and address stakeholders concerns and requirements.

### 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

- Strong organisational skills and able to manage competing priorities.
- Strong communications, teamwork and collaboration skills with the ability to relate to, negotiate with and influence senior leaders.
- See the Behavioural Competency Framework on the following page.

# Position Description: SAP Solution Architect

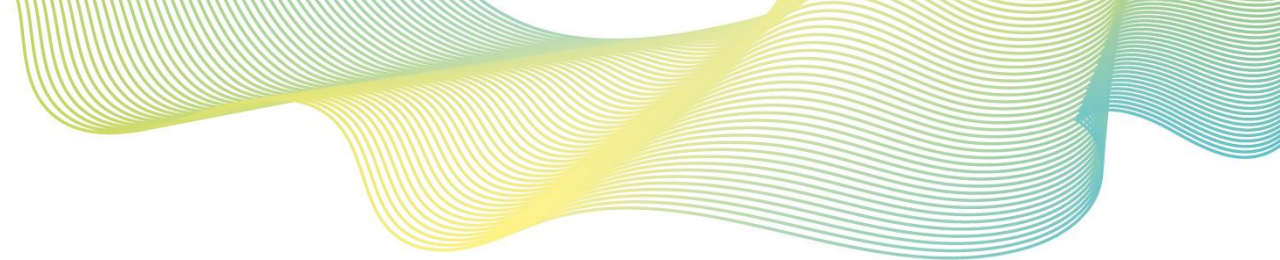
## Behavioural Competency Framework

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"> <li>Continually looks for opportunities for Lean improvements</li> <li>Follows ideas through to action, reflects and always seeks to do better</li> <li>Demonstrates diverse thinking and embraces change</li> <li>Encourages peers to do the same</li> </ul>
Collaboration	Breaks down silos, works across boundaries and builds relationships to achieve outstanding results to be proud of.	<ul style="list-style-type: none"> <li>Actively looks for opportunities to share knowledge and utilise strengths</li> <li>Works co-operatively to achieve shared objectives</li> <li>Recognises others for their contributions and accomplishments</li> <li>Gains and demonstrates trust and support for others through actions</li> </ul>
Builds effective working relationships	Embraces and encourages an environment of respect and trust.	<ul style="list-style-type: none"> <li>Supports equal and fair treatment for all</li> <li>Is seen as a team player and finds common ground in a respectful way</li> <li>Seeks and provides feedback to improve working relationships</li> </ul>
Accountability	Stands up and takes ownership for achieving results. Sets high standards for self and others.	<ul style="list-style-type: none"> <li>Follows through on commitments and encourages others do the same</li> <li>Takes personal responsibility for own timely and quality activities</li> <li>Designs feedback into the ways of work to support 'growth mindset'</li> <li>Provides exceptional service to stakeholders and customers</li> </ul>
Judgement	Identifies and acts on issues and develops quality solution, setting high standards of decision making.	<ul style="list-style-type: none"> <li>Always role models our values</li> <li>Demonstrates rigor to make effective and quality decisions</li> <li>Stands up and acts when issues arise with a sound and level-headed approach.</li> <li>Keeps informed of activities and evolutions in the broader business</li> </ul>

## 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"> <li>• Encourages diverse thinking and curiosity</li> <li>• Creates space for others to improve and innovate</li> <li>• Celebrates successes and learns from mistakes, both personal and within the team</li> <li>• Ensures Lean and continuous improvement initiatives are shared and applied across the business</li> </ul>	<ul style="list-style-type: none"> <li>• Applies multiple, varied approaches to foster and facilitate innovative ideas</li> <li>• Respectfully challenges the status quo to continually evolve the way we do things</li> <li>• Drives teams and individuals to adopt and sustain change</li> </ul>
Collaboration	<ul style="list-style-type: none"> <li>• Actively creates a climate that breaks down silos</li> <li>• Promotes and communicates shared contributions and goals widely</li> <li>• Leans in to tackle challenges outside of own traditional scope</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitates open, 2-way dialogue across business areas and with a wide variety of stakeholders</li> <li>• Shares successes and learnings within the Leadership Teams and across the business</li> </ul>
Builds effective working relationships	<ul style="list-style-type: none"> <li>• Demonstrates a genuine interest in people across teams</li> <li>• Can effectively influence outcomes for the team and business</li> <li>• Can effectively resolve conflicts and problems swiftly</li> <li>• Uses feedback to grow self and others</li> </ul>	<ul style="list-style-type: none"> <li>• Builds effective internal and external networks</li> <li>• Can influence broadly at all levels</li> <li>• Builds an environment of trust while embracing healthy and respectful debate</li> </ul>
Accountability	<ul style="list-style-type: none"> <li>• Connects teams to business priorities and empowers others to achieve established objectives</li> <li>• Establishes and meets stakeholder and customer needs</li> <li>• Drives individual accountability within and across teams</li> <li>• Regularly provides genuine and constructive feedback to peers and team members, providing opportunities for growth</li> </ul>	<ul style="list-style-type: none"> <li>• Establishes clear team objectives that are aligned to what truly matters to achieve success</li> <li>• Inspires others to assume ownership of goals and achieve results</li> <li>• Actively engages in broader multi faceted programs of work across the business</li> </ul>
Judgement	<ul style="list-style-type: none"> <li>• Makes well informed decisions, even when information is incomplete or not clear</li> <li>• Anticipates issues, sees opportunities and acts on these</li> <li>• Considers business challenges outside of immediate business area and engages in critical questioning/discussions with peers</li> </ul>	<ul style="list-style-type: none"> <li>• Provides clarity for others, even when issues are complex</li> <li>• Makes sound complex or tough multi tiered decisions that achieve the right business outcomes</li> <li>• Proactively engages in cross business matters and initiates critical questioning/thinking with other leaders</li> <li>• Shifts gear based on changing organisational needs or climate</li> </ul>
Leading & inspiring others	<ul style="list-style-type: none"> <li>• Creates and develops a team where people are empowered and want to do their best</li> <li>• Fosters feeling of positivity, belonging and invites curiosity and input from all</li> </ul>	<ul style="list-style-type: none"> <li>• Builds high-performing and diverse teams that have impact</li> <li>• Instils a relentless focus on customer and stakeholders in others</li> <li>• Builds the talent and capability of the workforce to meet future needs</li> <li>• Mentors colleagues across the business</li> </ul>
Leading into the future	<ul style="list-style-type: none"> <li>• Demonstrates personal commitment to the strategy, vision and purpose</li> <li>• Can articulate to others the Hydro Tasmania vision and purpose in an inspiring way</li> <li>• Creates positivity and empowers others to embrace change and look for the opportunity in every challenge.</li> </ul>	<ul style="list-style-type: none"> <li>• Creates and delivers strategic plans to ensure the organisation moves towards its vision</li> <li>• Can distil the meaning of strategy, vision and purpose and positively influence the way others feel about the future and engage in their work</li> </ul>



# 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.



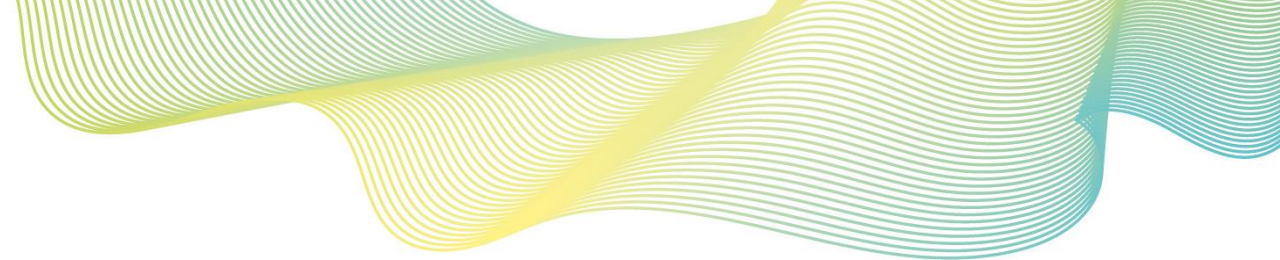
## **Better together**

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.