

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: **Engineer Mechanical**

Role overview

- **Position classification:** HT4
- **Number of direct reports:** NIL
- **Delegation Level:** DL7 < 1k
- **Team, business area:** Asset, Environment Strategy and Risk, Assets and Infrastructure
- **Immediate manager:** Manager Asset Portfolio Mechanical Electrical
- **Manager-one-removed:** Head of Asset and Environment Strategy and Risk

Role purpose

- This role is to contribute to the effective asset management of the mechanical asset portfolio.
- Under the leadership of the Manager Asset Portfolio Elec/Mech, the role is required to maintain sound, up to date and relevant knowledge and understanding of the status of Hydro Tasmania's mechanical assets, plant risks and performance capabilities. A key responsibility of this role is to assist in the management of the mechanical assets within the generational asset portfolio to ensure they deliver the requirements of the business, within the requisite levels of reliability and risk.

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Role accountabilities

Strategy Execution

- Prepare appropriate life cycle asset management strategies and plans, consistent with the SAMP and our asset strategy and objectives

Financial

- A sound understanding of cost vs benefit analysis when developing asset strategies, plans and scopes of work

Leadership and Organisation

- Contribute to and monitor progress against, personal performance plan objectives and undertake appropriate professional development opportunities
- Work collaboratively within the Asset, Environment Strategy and Risk (AESR) team and across the Corporation, demonstrating alignment with agreed team behaviours
- Build and maintain successful relationships relevant to the role purpose and contribute to the accomplishment of Assets and Infrastructure (A&I) business unit goals
- Proactively share knowledge and experiences
- Work with HT's environmental requirements, as defined in the Environmental Management System and promote efforts to achieve sustainability
- Work within HT's safety requirements and promote a safe working culture
- Support a positive asset management culture within Hydro Tasmania

Technical

Contribute to the stewardship of the mechanical asset portfolio, ensuring sound application of asset management practices, including:

- Maintain a good understanding and knowledge of mechanical assets including their basis of design, relevant failure modes, asset history and status of their performance and condition
- Prepare scopes and specifications for asset upgrades and works programs to allow development of designs and works packages
- Participate in hazard studies and safety in design assessments
- Work within legal and regulatory requirements including standards, codes and policies
- Develop engineering standards and procedures
- Monitor that there are adequate risk management plans in place for the mechanical assets in the portfolio and that they are being implemented in a sustainable and prudent manner across the portfolio
- Help ensure that compliance requirements for the assets are fulfilled
- Maintain up to date knowledge of processes and procedures used in the technical discipline or area of practice, and have a keen interest in improving processes
- Report to the portfolio managers on the compliance of maintenance standards through SAP interrogation and active presence in maintenance reviews at completion of site works
- Work with the production maintenance teams and major works finalisation teams to ensure maintenance plans reflect the maintenance standards

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Candidate attributes

Technical skills and qualifications

- Bachelor degree or higher in Mechanical Engineering, or other related Engineering discipline as deemed appropriate (e.g. Diploma in Mechanical Engineering)
- Current Class 'C' Tasmanian manual drivers licence.

Experience

- Experience in life cycle asset management of long life mechanical utility grade assets.
- Experience with utility size hydropower assets
- Awareness of ISO 550001

Capabilities

- Proven engineering or technical capability with sound understanding of the assets in discipline area and good understanding of associated disciplines and how they relate to overall asset effectiveness;
- Demonstrated capability to fulfil the technical and scheduling accountabilities of the role
- The ability to think strategically and a demonstrated commitment to values based decision making
- Problem solving and analytical skills covering strategic, technical and relatively complex operational problems in the context of ambiguity and change

- Able to inquire and research, collate and analyse a wide variety of information sources and bring together a create a clear and concise technical deliverable
- Strong technical writing abilities

Change mindset

- You identify and implement opportunities for continuous improvement
- 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.

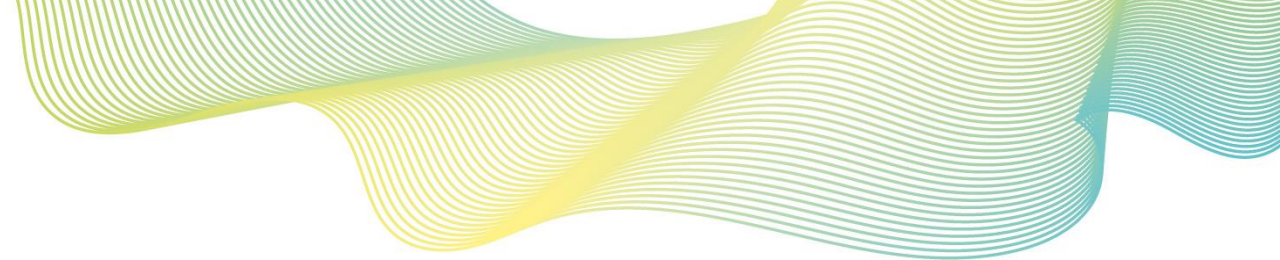
Behavioural competencies

- See the Behavioural Competency Framework on the following page.

Position Description: Engineer Mechanical

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



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.



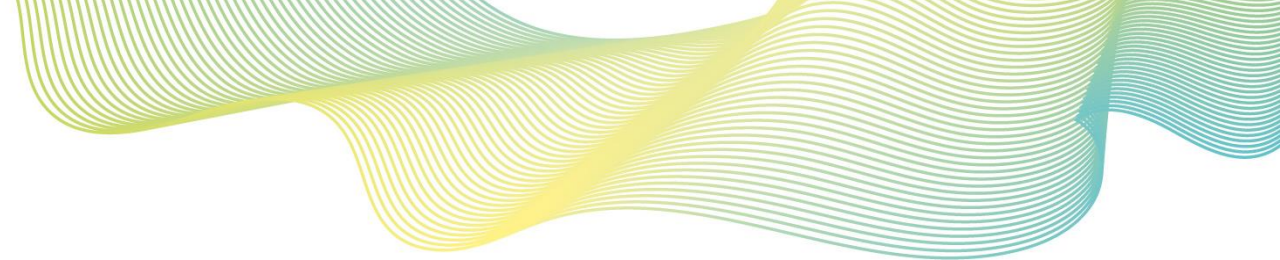
Better together

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, Equity 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.