

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: Risk Reporting Analyst

Role overview

- **Position classification:** HT4
- **Number of direct reports:** NIL
- **Delegation Level:** DL7
- **Team, business area:** Commercial Risk, Finance
- **Immediate manager:** Manager Risk Analytics
- **Manager-one-removed (skip):** Head of Commercial Risk

Role purpose

The Risk Reporting Analyst supports the Head of Commercial Risk (and stakeholders) by undertaking risk reporting.

The Risk Reporting Analyst is responsible for identification of appropriate data sources, the collation of relevant data and through insightful analysis produce reports for management and governance forums which aids monitoring and responding to risk exposures. Such reports may include thematic reviews or Lessons Learned/Root Cause analysis.

It will perform regular review of the reporting suite, dashboard and supporting documentation, providing input to design, formatting and purpose, to meet both ad hoc and scheduled requirements.

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Role accountabilities

Leadership and organisation

- Customer Focus: Builds strong customer relationships and delivers customer centric solutions.
- Action Oriented: Takes on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm.
- Builds Effective Teams: Builds strong-identity teams that apply their diverse skills and perspectives to achieve common goals.
- Collaborates: Builds partnerships and works collaboratively with others within immediate team and broader business to meet shared objectives.
- Enabling Wellbeing: Making purposeful and well-informed choices to optimise wellbeing for self and others, role modelling wellbeing as a priority.
- Demonstrates Self Awareness: Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.

Financial

- Preparation and distribution of monthly Board and FMC Reporting.
- Preparation and distribution of weekly finance group Reporting.
- Assist in End of Financial Year reporting and audit activities.

Technical

- Provision of management reports that provide timely and objective transparency into the risks and performance of the energy trading business to management, governance, and oversight bodies.
- Reporting and analysis of energy risk positions: Electricity, EP, gas and energy-related products.
- Assist in the development and maintenance of models as a part of a team.
- Updating and issuing of forecast report to various business units.
- Update, review and improve report content and format to reflect the development of new risk models and adjustment of risk management limits and targets.
- Preparing and socialising risk reports for various energy risk meetings (FMC/Wholesale Energy Risk Committee).
- Undertake reporting of various exposures to senior management
- Analysis and review of scenario results, focusing on understanding behaviour and impact of model output and financial results under scenario conditions (stress test / what-if analysis)
- Ad hoc reporting as required
- Risk reporting “subject matter expert” and key point of contact for IT projects and initiatives
- Champion the development and adoption of data sharing and reporting platform
- Work collaboratively with team members to devise most effective ways to present and communicate modelling results and analysis.

Position Description: Risk Reporting Analyst

Candidate attributes

Technical skills and qualifications

- Degree in Mathematics, Physics, Finance, Accounting or other quantitative disciplines.
- Microsoft Excel/Word/Access and/or SQL experience.
- An understanding of data management and structure, and the ability to handle SQL queries.
- Strong technical skills with Tableau, VBA and or PowerBI will be highly regarded.
- Strong coding and modelling skills utilising R, Python, Git and SQL Server.
- Strong ability to work with and analyse large data sets
- Confident communicator with the ability to effectively communicate complicated subjects to senior stakeholders.
- Comprehensive understanding and ability to interpret individual risk measurements.
- Ability to describe to others the “so what”, supported by analytical and questioning skills.
- Problem solving and critical thinking.
- Collaborative and constructive approach to problem solving.
- Good time management, prioritisation and multi-tasking skills.

Experience

- Demonstrated risk reporting experience.
- Experience in reporting on derivative portfolios of financial risk management tools, techniques and development of risk metrics.
- Sound understanding and working knowledge of energy and financial markets and products.

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.

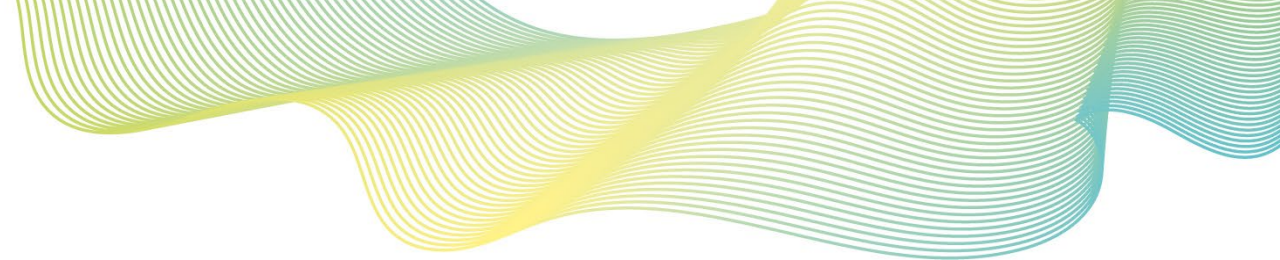
Behavioural competencies

- 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
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.



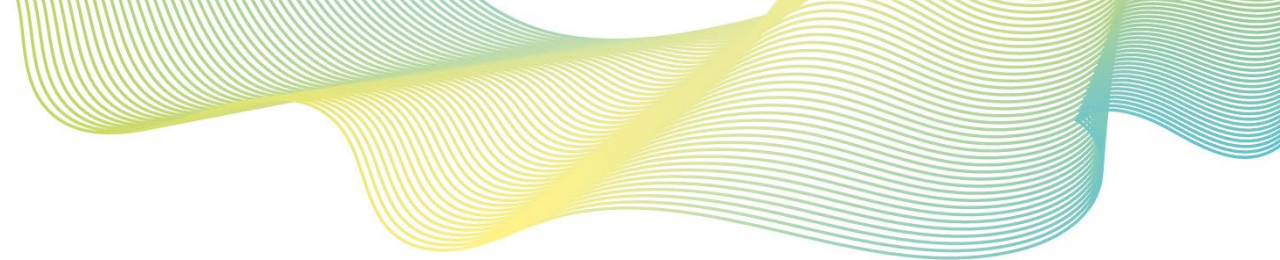
Better together

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 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.