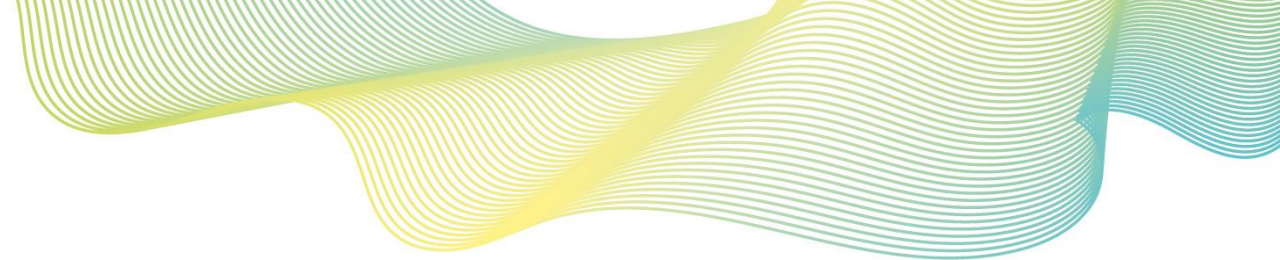


# Ready to challenge yourself?



## Position Description: **Engineer Mechanical**

### Role overview

- **Position classification:** Enterprise Agreement: HT4
- **Number of direct reports:** NIL
- **Team, business area:** Major Works, Assets and Infrastructure
- **Immediate manager:** Lead Engineer
- **Manager-one-removed:** Delivery Manager

### Role purpose

The specific role of the Engineer is to contribute to the delivery of effective life cycle management of Asset and Infrastructure assets and real time engineering services in support of Asset and Infrastructure goals. The role is recognised by peers as having Technical and/or Engineering experience in the field of engineering. The role is required to develop and maintain sound, up to date and relevant knowledge and understanding of the status of Asset and Infrastructure asset, plant risks and performance capabilities.



# Position Description: **Engineer Mechanical**

## **Role accountabilities**

### **Strategy Execution (customer, community and stakeholders)**

- Contribute to Assets and Infrastructure' goal of World Class Asset Management through the development and delivery of programmes and projects for purpose engineering expertise and solutions to agreed outcomes and benefits.
- Help ensure projects and maintenance activities are appropriately engineered to secure the full integration of the project and maintenance outcomes into the operation of the business, realisation of benefits and continuous improvement.
- Provide engineering or technical advice to Project Managers, Delivery Managers and Production Managers for projects and to resolve technical issues.

### **Financial (budget expenditure, revenue, profit targets, etc)**

- None.

### **Leadership and organisation**

- Maintaining a sound understanding of how A&I contributes to the bottom line, and a commercial culture focussed on the economic impacts of the team's outputs.
- Sharing knowledge with other team members to help build and maintain with peer engineers the appropriate capability within the team.

### **Technical**

- Provide detailed design expertise in the areas of engineering expertise
- Provide quality, commercially sound and timely technical expertise as input into Business Case preparation, including appropriate scope and estimate development and evaluation of valid options.
- Review and make recommendations towards the final engineering sign-off of key engineering documents including concept reports and detailed design drawings, engineering standards and project proposals,
- Provide appropriate technical options and solutions to asset issues that contribute towards allowing technical and trading risks to be effectively considered and balanced to suit individual plant circumstances.

# Position Description: **Engineer Mechanical**

## Candidate attributes

### Technical skills and qualifications

- Professional Engineering qualifications in appropriate discipline acceptable for admission as a Graduate Member or Member to the Institution of Engineers, Australia

### Experience

- Extensive experience in Engineering discipline.

### 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.
- Ability to think strategically and a demonstrated commitment to values-based decision making.
- Sound influencing skills with the ability to listen, understand and modify positions to achieve mutually acceptable outcomes.
- Problem solving and analytical skills covering strategic, technical and relatively complex operational problems in the context of ambiguity and change.
- A track record in delivering outcomes.
- A good understanding of the asset management function and processes.

### Change mindset

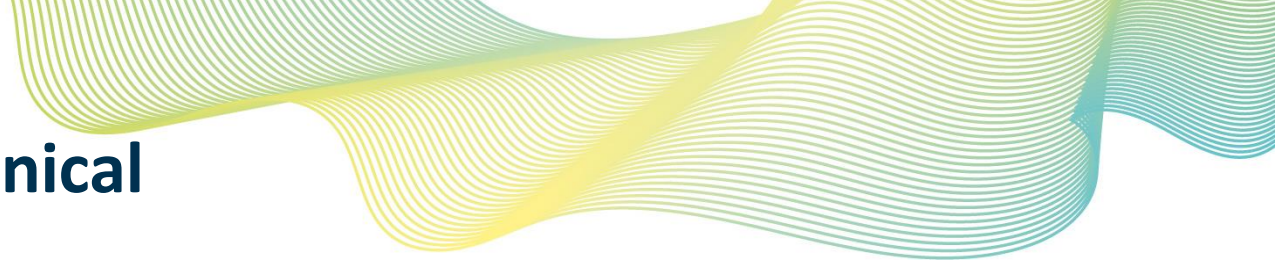
- You identify and implement opportunities for continuous improvement/Lean initiatives within your team and across the business.
- You embrace change and encourage others to do the same.
- You display resilience and persistence to achieve positive change outcomes.

### 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.



# Position Description: Engineer Mechanical

## Behavioural Competency Framework

Competency	Description	Foundation: works under routine supervision, has defined discretion	Intermediate: operates independently for routine tasks	Advanced: works under broad discretion and fully responsible for planning own work and supervising others	Master: has substantial authority and full accountability
Customer focussed	You build strong customer relationships and have their best interest at heart.			X	
Action-oriented	You take on new opportunities and challenges with urgency, energy and enthusiasm.		X		
Builds Effective Teams	You build teams with a strong identity that use their diverse skills to achieve common goals.		X		
Collaborative	You build partnerships and work effectively with others to meet shared objectives.		X		
Enables wellbeing	You make purposeful and well-informed choices to optimise wellbeing for self and others.		X		
Self-aware	You have a good insight into your strengths and weaknesses and are aware of your impact on others.		X		