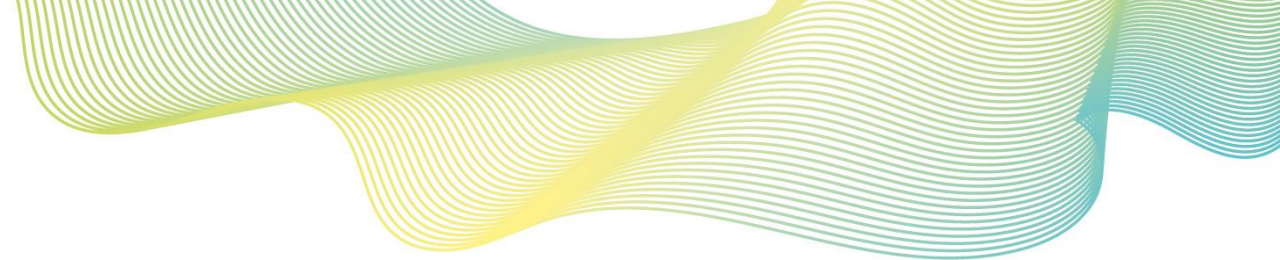


Ready to challenge yourself?



Position Description: **Senior Engineer – Electrical**

Role overview

- **Position classification:** Enterprise Agreement: HT5
- **Number of direct reports:** NIL
- **Team, business area:** Production Engineering, Assets & Infrastructure
- **Immediate manager:** Lead Engineer
- **Manager-one-removed:** Delivery Manager or Production Engineering Manager

Role purpose

This position is a member of Hydro Tasmania's Asset and Infrastructure team and is required to contribute to the achievement of the strategic direction of Assets and Infrastructure and the Corporation.

The role of the Senior Engineer is to contribute to delivery of effective life cycle management of Assets and Infrastructure' assets, and real time engineering services in support of Assets and Infrastructure' goals. The role is recognised by peers as having a high level of professional engineering experience in the field of discipline.

The specific role of the Senior Engineer is to provide high level technical expertise in delivering projects as part of Assets and Infrastructure portfolio of work



Position Description: Senior Engineer – Electrical

Role accountabilities

Strategy Execution (customer, community and stakeholders)

- Contribute to Assets and Infrastructure' sustainable and commercially responsive asset management through the delivery of fit for purpose engineering expertise and solutions.
- 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.

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

- Ensure the technical solution of projects meet agreed standards and risk outcome in a timely, cost effective manner.

Leadership and organisation

- Proactively provide sharing of knowledge with other team members to help build and maintain the appropriate capability within the team.

Technical

- Provide high level engineering and technical input into the delivery of core asset management documents and standards to agreed timeframes, and in reviewing/updating them to timeframes required by asset management processes.
- Review and make recommendations towards the final engineering sign-off of key engineering documents including concept reports and detailed design drawings, asset management strategies, engineering standards and project proposals.
- Provide 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,
- Provide engineering or technical advice for projects and to resolve technical issues,
- Ensure that project activities are appropriately engineered to secure the full integration of the project outcomes into the operation of the business, realisation of benefits and continuous improvement.

Position Description: Senior Engineer – Electrical

Candidate attributes

Technical skills and qualifications

- A degree and Engineering qualifications in appropriate discipline acceptable for admission as a Member to the Institution of Engineers, Australia.

Experience

- Extensive technical experience in discipline.

Capabilities

- High level technical experience with sound understanding of the assets in discipline area, a good understanding of associated disciplines and how they relate to overall asset effectiveness.
- Effective leadership skills with the ability to guide and positively influence the development of other team members
- 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.
- 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.

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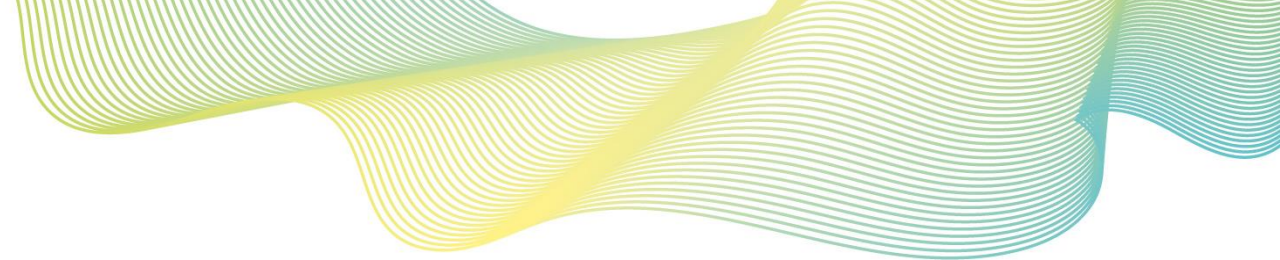
Behavioural Competency Framework

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

Position Description: Senior Engineer – Electrical

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:
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
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
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
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
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



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.



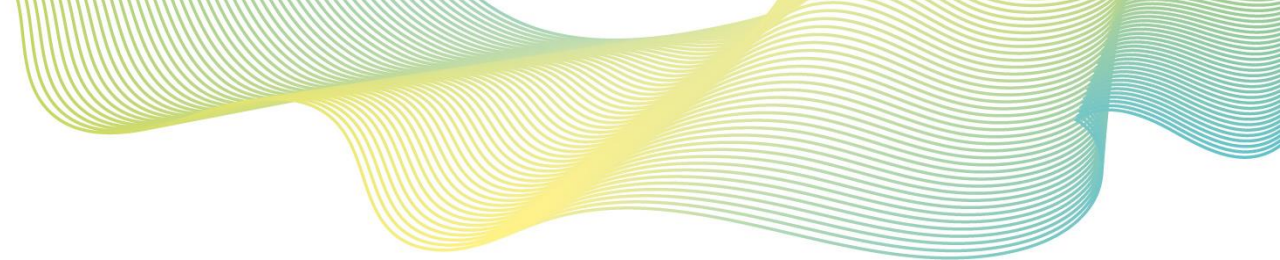
Better together

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.