

## POSITION DESCRIPTION

### Manager Electrical and Controls Engineering (Operations)



**Purpose** (why does the role exist?) Provide leadership of the Electrical and Controls team; management of electrical and controls design, quality requirements and technical support processes across all functions in the Production Group to ensure project outcomes are met and the assets meet the long-term reliability and availability requirements for the business.

Key Accountabilities (what are 4-5 major areas of responsibility?)	Capability (what minimum knowledge & skills, both academic and experiential, are required to do the job?)
<p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>Set context, purpose and role clarity for team members; lead the team in achieving goals of long term asset safety, reliability and availability by ensuring the designs, procurement and repairs meet these goals.</li> <li>Establish and maintain a constructive culture in the team by demonstrating, modeling, and utilising appropriate leadership behaviors, techniques and systems.</li> <li>Maintain the appropriate number of people within the team with the appropriate skills to meet the project objectives, which may involve supplementation with key external engineering service providers.</li> <li>Improve the performance of direct reports through coaching, mentoring, training, instruction, advice and by direct example.</li> <li>Lead the team using proven problem solving and continuous improvement techniques.</li> <li>Set performance measures and development plans to support team and individual growth.</li> </ul> <p><b>Technical Processes</b></p> <ul style="list-style-type: none"> <li>Provide expertise and guidance to the teams in the performance of discrete tasks, such as the development of: detailed scopes of work, technical specifications, quality requirements and risk assessments.</li> <li>Specifically identify and anticipate project related business risks and ensure that appropriate controls are implemented and maintained through the life of the project.</li> <li>Frequently inspect and monitor works to achieve specified quality requirements.</li> <li>Provide technical support to the Project Managers and Outage/Site Managers as a major stakeholder monitor the Asset Reliability. The role is primarily focused on the Major Outages activities however, 10% of role is supporting the Regional Support teams for on site and off site repair requirements.</li> <li>Identify and improve inefficient work processes to increase the productivity of the team or wider business processes.</li> <li>Diagnose and provide input and recommendations about improvements to asset performance, understand best practice performance for similar processes and use this knowledge to improve Project Delivery.</li> <li>Manage the stakeholder relationships as a key lever for improvement, so they are regularly kept informed and have confidence in the management of the various projects.</li> </ul> <p><b>Planning &amp; Scheduling</b></p>	<ul style="list-style-type: none"> <li>Degree qualifications in Electrical Engineering satisfying the eligibility requirements for Corporate Membership of the Institution of Engineers Australia.</li> <li>Highly developed interpersonal communication and negotiating skills, with demonstrated ability to work effectively with personnel at all levels, including senior level officers, and with internal and external stakeholders, to successfully deliver project outcomes.</li> <li>Extensive experience [minimum 10 years] in managing large scale, complex, high risk, varying and/or multiple electrical and control system replacement or repair projects.</li> <li>Demonstrated management and engineering skills with the ability to drive onsite and offsite works and engineering tasks from inception to completion, including the management of stakeholders, while taking into account broader business drivers.</li> <li>Ability to negotiate with, manage and supervise external contractors and consultants with specific experience in new design, build and repair works.</li> <li>The ability to work with autonomy and responsibility; and to work effectively both at site and remotely from site.</li> <li>The ability to work both alone and as part of a team.</li> <li>Coaching others in technical and project management issues.</li> </ul>

- Support the development of work packs for new installation and repair ensuring the scope definition, technical specifications identified risks and quality requirements are appropriate.
- Deliver accurate and timely reporting on the teams productivity and issues arising in a proactive and timely manner and provide control strategies where required.
- Plan the team's work rostering (leave, training, resource allocation, etc.), to ensure team and project needs are fulfilled while managing fatigue and work-life balance.
- Work with the Project Managers and Outage/Site Managers to coordinate activities with all interfacing up-stream and down-stream teams to ensure effective transitions and constructive interactions.

- Able to quickly and effectively adapt to changing circumstances and demands in a measured and constructive way.
- Ability to develop, read and understand work scopes, technical specifications and drawings and conceive suitable, efficient and safe methods to complete works.
- Sound knowledge of Quality, WHS, EEO and Environmental policies, procedures and standards.

**Safety, Values & Behaviours:** Snowy Hydro has a focus and commitment to workplace safety and performance of roles in line with our values and behaviours. This role treats all relationships as true partnerships, which involves mutual cooperation and responsibility toward meeting shared objectives. These requirements are not measured independently and are the foundations of the successful performance.