



Position Description:

Role title, Grade, level	Generation Technician 5 (Trade)
Level of Work (I, II, III, IV...)	I
Incumbent	Various
Department/Line of Business	Generation
Immediate manager	Resource Manager
Direct reports	NIL
Manager-one-removed	Regional Production Manager
Role purpose	As an integral member of the Production Team (State-wide), provide a high level of leadership, technical support and basic operational functions in the maintenance and refurbishment of generating equipment and associated infrastructure.

Organisation requirements



All positions within Hydro Tasmania will support the achievement of our vision. Dealing successfully with our colleagues, customers and the community requires all employees to act in accordance with the company's stated values.

You are required to comply with all relevant legislation, laws, regulations, standards, codes and Hydro Tasmania policies and procedures.

While at work you must take reasonable care of your own health and safety and the health and safety of other people, including people working under your supervision or direction who may be affected by your acts or omissions at the workplace in accordance with current Tasmanian Workplace Health and Safety Legislation.

Role accountabilities (feeds into KRAs in PDR process)

People accountabilities

1. Ensuring personal effectiveness in role and developing for future roles

including:

- contributing to personal Performance Plan objectives;
- monitoring progress against personal Performance Plan objectives;
- undertaking appropriate professional development opportunities.
- Undertake Production Manager duties in absence of incumbent.
- assist in the training and mentoring of other personnel;
- have the ability to lead a maintenance team during maintenance activities
- ability to prepare and write technical reports
- demonstrated solution focused outlook to solve all problems encountered.

2. Support Production Manager and Resource Manager by mentoring other personnel and helping to shape the team values

including:

- Help the Production Management Team to develop a culture in the work teams of collaboration, innovation and commitment to delivering agreed goals;
 - Take a lead role in providing on the job mentoring for more junior Generation Technicians/Assistant and Apprentices on all generating plant;
 - Ensure high level of standards and quality of work are being achieved by Maintenance personnel.
 - Supply high level of safety awareness and assist the Production Management Team in driving a safety culture of "No Harm to Anyone Anytime"
 - Demonstrated high level of leadership capabilities.
 - Ensure all work is carried out within budget
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Technical accountabilities

3. Undertake basic operational tasks as per trained skills and authorisation

including:

- Perform basic operational activities
 - Perform basic plant isolations such as compressor and pump isolations to enable maintenance activities to be carried out.
 - Issuing of appropriate permit for maintenance isolations and work carried out.
 - Perform high level fault finding and diagnostics.
 - Perform testing of equipment that has been maintained prior to returning to service.
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4. Participate in local area seven day - 24 hour availability roster, supporting the duty operator;

5. Perform maintenance, base functional testing and condition monitoring activities

including:

- carry out higher level condition monitoring tasks;
 - carry out basic functional testing;
 - ensure station security when attending unmanned stations;
 - carry out high level refurbishment tasks;
 - provide supervision, high levels of leadership and co-ordination of maintenance tasks and activities;
 - Providing safe working conditions and isolations for maintenance activities within authorisation levels;
 - carry out, delegate and/or supervise emergency maintenance tasks;
 - actively participate in technical solutions and the reporting of maintenance issues;
 - carry out maintenance supervision and co-ordination activities under the direction of the alliance partner when required.
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6. Act as site superintendent for selected contractors in all areas of civil, electrical and mechanical work, and act as Person-in-Charge/supervisor for Hydro Tasmania work parties (within correct authorisation level)

including:

- act as job manager or supervisor for designated jobs;
 - plan, control and co-ordinate major machinery disassemblies and reassemblies projects;
 - liaising with internal and external contracts such as Consulting line of business, private contractors and area engineering personnel;
 - ensure all Hydro Tasmania employee's contractors carry out tasks in accordance with maintenance procedures and specifications and report breaches as appropriate; and
 - to proactively support all ALLIANCE partnerships developed within Hydro Tasmania.
 - Ensure all variations and non-conformances are reported to the Production Manager or Site Manager.
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7. Provide on the job training for apprentices and other Generation Technicians/Assistants

including:

- assist in the training and mentoring of other employees;
 - ensure that trainee's and apprentices participate in all maintenance activities to enhance their skill levels;
 - identify apprentice skill gaps and make recommendations,
 - actively participate in the preparation of apprentice performance reports in conjunction with the Team Leader
 - ensure trainee's and apprentices have input into maintenance activities to develop their ability to identify the root cause, develop solutions and implement recommendations.
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8. Assist in the operation of the Power Schemes work control system (FMMS)

including:

- participate in the higher level detail planning of tasks;
 - participate in the development of the scope of work, resource allocation requirements and material acquisition for maintenance activities;
 - verify information is correct on job tickets and sign off job tickets at the completion of the job;
 - prepare reports and maintenance histories for inputting into the FMMS system.
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9. Maintain and improve personal fault finding skills

including:

- understand and keep up to date with Hydro Tasmania's drawing and information systems to maintain and improve fault finding skills.
 - participate in higher level fault finding activities
 - participate in root cause analysis reviews
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10. Participate in inspections required by Hydro Tasmania, including HydroSafe, Environmental and Statutory

including:

- ensure highest level of safety standards whilst at work;
 - assist in the operation of the Environmental Management System and HydroSafe program; and
 - ensure that all work is carried out while maintaining the highest level of environmental awareness.
 - Assist in environmental, safety and compliance audits.
 - Assist with incident investigation and follow up actions.
 - Demonstrated ability to chair team toolbox/safety meetings
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11. Providing maintenance management support to Production Managers

including:

- Acting as Job Managers, Supervisors and Site Managers for assigned major work and plant outages;
 - Participate in HAZOpS processes for new or modified plant;
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Scheduling accountabilities

12. Managing own time to meet priorities in line with the State-wide Work Plan

including:

- actioning work programs without supervision;
 - take a lead role in statutory inspections;
 - participate in task planning, resource planning both human and material;
 - ensuring defined projects within own area of work are delivered on time and within labour and other costs.
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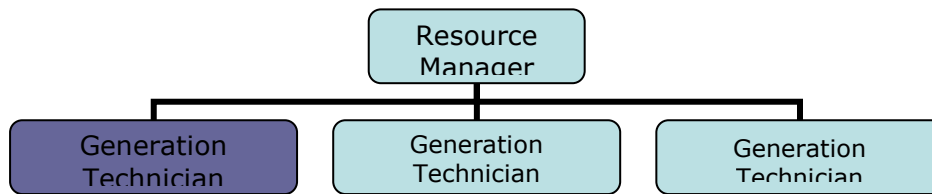
Management authorities (if appropriate)

- VARI authorities in respect of direct reports, i.e.:
 - **V**eto, with reason, the selection of new team members;
 - **A**ssign tasks to team members;
 - **R**eview personal effectiveness and recommend any merit award; and
 - **I**nitiate removal from own team.

Delegations

- Per Hydro Tasmania Delegations Manual for Level Of Work (LOW)

Organisational Chart



Role relationships - (critical to the effectiveness of the role, high impact on role)

Internal	External
• Resource Manager	• Generation personnel
• Production Manager	• Consulting personnel
• Other Generation Technicians	• Contract personnel
• Engineering Delivery personnel	•
• Regional Works Coordinator and team	•
• Dam Safety Engineers	•
• Procurement and Stores personnel	•

Selection Criteria

Essential

Qualifications

- Certificate III/IV Trade qualifications in a relevant discipline (electrical or mechanical)
- Electrical Technician's Licence (Electrical trade only)
- Restricted Electrical Licence (Mechanical trade only)
- Relevant post trade qualifications
- Undertaken auditing training
- Basic Operational Accreditation
- Current drivers licence
- Person in Charge authorisation for defined assets and defined work
- First Aid Level 2, or ability to acquire
- Confined Space Training – Control entry level 3

Experience

- Extensive maintenance experience with Hydro generation plant and associated auxiliary equipment
- Workshop practices in trade specialisation
- Work without supervision
- Supervisory experience and the ability to co-ordinate maintenance activities
- Demonstrated ability to lead a team during maintenance activities
- The ability to prepare and write technical reports
- Ability to participate in HAZOPS
- A good understanding of budgeting and cost control

Knowledge, skills and abilities

- Demonstrated ability to display high level Hydro Tasmania's team member Core Competencies
- Computer literacy in computer operating systems and keyboard skills
- Demonstrated safety culture in line with Hydro Tasmania's vision of 'No harm to anyone, any time'

Desirable

Qualifications

- Post trade qualification or equivalent vocational experience Dogman/Rigger Certificate
- Certificate 4 in Frontline Management
- Train the trainer

Experience

- Hydro generating plant and associated infrastructure equipment (headworks and auxiliary)
- Maintenance management experience

Knowledge, skills and abilities

- Scaffolding;
 - Crane Driving;
 - Flexibility
 - Self management
 - Analytical
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