



## Position Description:

<b>Role title, Grade, level</b>	Generation Technician 4
<b>Level of Work (I, II, III, IV...)</b>	I
<b>Incumbent</b>	Various
<b>Department/Line of Business</b>	Generation
<b>Immediate manager</b>	Resource Manager
<b>Direct reports</b>	NIL
<b>Manager-one-removed</b>	Regional Production Manager

**Role purpose** As an integral member of the Production Team (State-wide), provide high level support 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.

### Technical accountabilities

**2. Perform maintenance and condition monitoring activities**

including:

- carry out condition monitoring tasks as directed;
  - ensure station security when attending unmanned stations;
  - carry out refurbishment tasks as directed;
  - carry out, delegate and/or supervise emergency maintenance tasks as directed;
  - report all maintenance issues to the Production Manager and/or more experienced Generation technicians;
  - participate in and supervise all maintenance activities within the region and/or state-wide as directed; and
  - carry out maintenance activities under the direction of the alliance partner when required.
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**3. 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.
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**4. Provide on the job training for apprentices and other trainees**

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 as part of review process; and
  - ensure trainee's and apprentices to have input into maintenance activities to develop their ability to identify the root cause, develop solutions and implement recommendations.
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**5. Assist in the operation of the Power Schemes work control system (FMMS)**

including:

- participate in the detail planning of tasks;
  - participate in the development of the scope of work;
  - Sign off job tickets at the completion of the job;
  - participate in resource planning both human and material; and
  - prepare reports and maintenance histories for inputting into the FMMS system.
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**6. Maintain and improve personal fault finding skills**

including:

- To understand and keep up to date with Hydro Tasmania's drawing and information systems to maintain and improve fault finding skills.
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**7. 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.

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**8. Participate in an after hours availability roster if required**

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**Scheduling accountabilities**

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**9. Managing own time to meet priorities in line with the State-wide integrated Work Package**

including:

- actioning work programs with minimal 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.:
  - **Veto**, with reason, the selection of new team members;
  - **Assign** tasks to team members;
  - **Review** personal effectiveness and recommend any merit award; and
  - **Initiate** removal from own team.

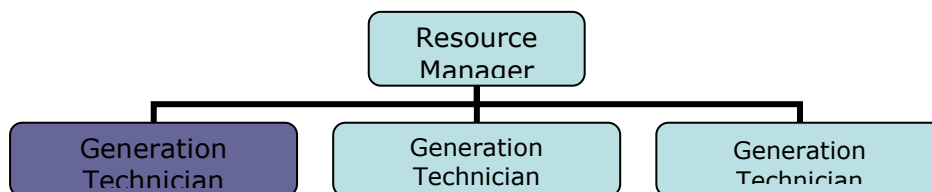
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**Delegations**

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

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**Organisational Chart**



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

<b>Internal</b>	<b>External</b>
• 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 3 Trade qualifications in a relevant discipline (electrical or mechanical)
- Electrical will require a current Tasmanian Electrical Technicians Licence.
- Current drivers licence
- Person in Charge authorisation for defined assets and defined work
- First Aid Level 2
- Confined Space Level 3

**Experience**

- Experience with maintenance of heavy industrial electrical/mechanical equipment
- Workshop practices in trade specialisation
- Work with limited supervision

**Knowledge, skills and abilities**

- Hydro Tasmania Core Competencies
- Computer literacy in computer operating systems and keyboard skills

**Desirable**

**Qualifications**

- Mechanical – restricted electrical licence
- Post trade qualification or equivalent vocational experience
- Dogman/Rigger Certificate

**Experience**

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

**Knowledge, skills and abilities**

- Scaffolding;
- Crane Driving;
- Contract supervision at the workplace level;