



Hydro Tasmania
the renewable energy business

Position Description:

Role title, Grade, Level	Generation Technician 8-9
Level of Work (I, II, III, IV...)	I
Incumbent	Various
Department/Line of Business	Generation
Immediate manager	Resource Manager
Direct reports (positions)	NIL
Manager-one-removed	Regional Production Manager
Role purpose	<p>To provide advanced Technical Support and competent management of Complex Operational and Maintenance tasks in activities such as</p> <ul style="list-style-type: none"> • Functional Testing; • Component Testing and Measurement; • Fault Diagnosis; • Condition Assessment; • Pre-commissioning; • Commissioning; and • Safety and Plant Performance Improvement Initiatives.

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	<p>1. To establish, lead and provide direction to Work Teams</p> <p>including:</p> <ul style="list-style-type: none"> • Engaging Generation, Consulting and contractor personnel as team members, assigning tasks, outcomes and/or deliverables and then monitoring and managing progress and performance; • Providing coaching and mentoring to Generation Technicians/Assistants operating, maintenance and junior engineering personnel; • Providing feedback to line managers on the performance of their team members;

- Promote and lead a culture of adherence to rules, processes, and policies
- Promote a culture of professionalism, business acumen and performance;
- Monitoring progress against personal Performance Plan objectives;
- Undertaking appropriate professional development opportunities; and
- Demonstrate alignment with Hydro Tasmania's values and policies by providing leadership through role modelling values-based decision-making.

Technical Accountabilities

2. Provide competent management in accordance with Hydro Tasmania's policies, procedures and rules and legislation, particularly covering Safety and our participation in the National Electricity Market

including:

- Define and manage work scopes;
- Achieve appropriate technical outcomes, whilst considering and managing the implications of achieving these desired outcomes on time and cost;
- Prepare Work Plans to set out, define and detail the activities intended to successfully manage and complete the work. Identify and manage appropriate quality standards for the work.
- Establish and regularly monitor and adjust risk management plans for the work including the intended control measures for each of the designated risks;
- Lead and participate in Hazard and Operability Studies (HazOpS) to ensure the action or resolution of issues raised;
- Manage the process of approvals which may be required from the Transmission Network Service Provider (TNSP) for new plant/equipment or alterations to existing equipment;
- Identify and maintain effective communications with work team members and all stakeholders; and
- Ensure that work is appropriately finalised in terms of formal handover, operation & maintenance documentation, as-built drawings, design information folders, completion reporting and, where required, post implementation reviews.

3. Perform operational and maintenance activities as required for Generation Technicians at all levels.

4. Provide a high level of operational and technical, input and support to the Production Teams.

including:

- Participate in local area seven day - 24 hour availability roster;
 - Providing operational and maintenance advice for the Production Teams to facilitate their work;
 - Reviewing Operational Risk Assessments and JSA's;
 - Prepare operational documentation templates and procedures for the Works Delivery Work Teams;
 - Carrying out high level functional testing;
 - Carrying out component testing and measurement;
 - Carrying out high level condition monitoring; and
 - Carrying out root cause analysis.
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5. Contribute to the effectiveness of the wider Works Delivery Group, Power Schemes and Hydro Tasmania

including:

- Look for opportunities to actively support other teams in the delivery of their goals;
- Co-ordinate and liaise with the Works Coordination and Maintenance Planning Team to ensure that resources are deployed based on a state-wide focus to meet the needs of the prioritised state-wide work plan;
- Role model a high standard of leadership, communication and flexibility within the team and within the Production Team, other teams, service providers, organisations and stakeholders; and
- Ensure that all issues with potential to affect the performance of the Production Team and the business are clearly identified and escalated to the management team.

6. Ensure compliance with safety, environmental and management systems, policies and procedures

including:

- Promote and lead improvements in safety culture and processes to ensure ongoing, practical improvements in safe work practices;
- Ensure that all work is carried out in accordance with environmental policies and procedures;
- Ensure that all environmental incidents and non compliances are reported, investigated and recommendations fully implemented;
- Ensure that all work is carried out in accordance with OH&S policies and procedures; and
- Ensure that all OH&S incidents and non compliances are reported, investigated and recommendations fully implemented.

Scheduling Accountabilities

7. Monitor, control and report on work

including

- Establish and regularly maintain suitably detailed work schedules;
- Review competing demands and allocate resources to meet priorities;
- Monitor project expenditure, maintain estimates for the work and ensure adequate cost control processes are in place;
- Prepare regular (generally monthly) reports and other briefing papers and reports as required; and
- Ensure the timely finalisation of work.

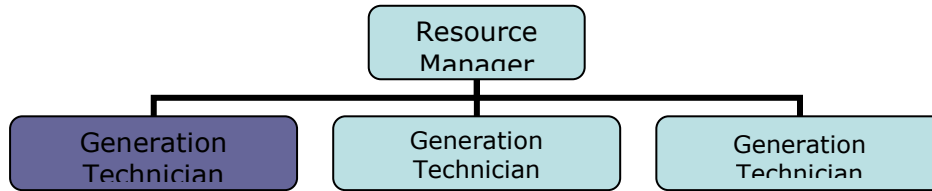
Management authorities (if appropriate)

- 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.

Delegations

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

Organisational Chart



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

Internal	External
<ul style="list-style-type: none"> • Resource Manager 	<ul style="list-style-type: none"> • Generation Operations personnel
<ul style="list-style-type: none"> • Production Manager 	<ul style="list-style-type: none"> • Consulting personnel
<ul style="list-style-type: none"> • Other Generation Technicians 	<ul style="list-style-type: none"> • Contract personnel
<ul style="list-style-type: none"> • Assets/Engineering Delivery personnel 	<ul style="list-style-type: none"> • Site Visitors
<ul style="list-style-type: none"> • Regional Works Coordinator and team 	<ul style="list-style-type: none"> • Trading
<ul style="list-style-type: none"> • Dam Safety Engineers 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Maintenance Planner/s 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Procurement and Stores personnel 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Operations/Compliance Officers 	<ul style="list-style-type: none"> •
<ul style="list-style-type: none"> • Project Managers, Outage and Site Managers 	<ul style="list-style-type: none"> •

Selection Criteria

Essential

Qualifications and Experience

- A diploma in a mechanical or an electrical engineering discipline or equivalent, and extensive relevant experience the operation and maintenance of hydro generation plant and equipment.
- A current Drivers Licence

Knowledge, skills, abilities and requirements

- Managing safety and environmental compliance;
- Meet requirements of Hydro Tasmania core competencies for Team Leaders;
- Meet requirements of Hydro Tasmania "Cultural Drivers";
- Commercial awareness / business acumen;
- Understands the operational interaction between local area plant, Hydro Tasmania's generation network and the National Electricity Market;
- Excellent problem solving and fault finding skills;
- Ability to plan, schedule and manage resources and priorities; and
- Good written and verbal communication skills.
- Must be willing to participate in a 24/7 availability roster as necessary.

Desirable

- Advanced Diploma in a mechanical or an electrical engineering discipline or equivalent, and extensive relevant experience the operation and maintenance of hydro generation plant and equipment.
- Frontline Management Certificate 5 or Equivalent;
- Hydro Tasmania Area Qualified/Authorised Operator;
- Program Logic Controllers 4;
- Industrial Hydraulics;
- Industrial Electronics; and
- Root Cause Analysis.