



Hydro Tasmania
the renewable energy business

Position Description:

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| Role title | Graduate Civil Engineer Graduate Electrical Engineer Graduate Mechanical Engineer |
| Grade | Award |
| Level | Salary Band HT2 – 3 |
| Team | Initially Generation, Consulting or Trading and rotations as arranged |
| Number of direct reports | Nil |
| Immediate manager | Team Manager |
| Manager-one-removed | Level 2 Manager |
| Role purpose | <ul style="list-style-type: none"> The graduate is a member of the team in which they are currently located. As such, are required to contribute to the achievement of the objectives of their team and the organisation. Under the guidance of experienced engineering personnel the Graduate Engineer will develop skills, knowledge and experience associated with asset management, business processes, trading in the National Electricity Management and operating as a Consultant. |

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.

POSITION DESCRIPTION – GRADUATE ENGINEER – ALL DISCIPLINES

Role accountabilities (feeds into KRAs in PDR process)

People accountabilities

1. Ensure personal effectiveness in role by:

- Ensuring technical accuracy, quality, value and timeliness in work undertaken.
 - Taking ownership and responsibility for own work priorities and for contributing to team objectives.
 - Contributing to personal Work Plan objectives.
 - Monitoring progress against Work Plan objectives.
 - Undertaking appropriate professional development opportunities.
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2. Contributing to the development of a high performing team aligned with the organisation's strategic direction and goals by:

- Sharing knowledge with other team members to contribute to the capability within the team.
 - Communicating effectively with clients and key stakeholders.
 - Contributing to a customer service culture.
 - Contributing to team engagement, cohesion and performance.
 - Ensuring the health and safety of self and team members.
 - Working in a cross-business manner.
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3. Building own capability for work in current and future roles by:

- Developing technical knowledge, engineering skills and judgement.
 - Gaining experience by the completion of a broad range of tasks.
 - Developing own technical advice and support network through association and communication with other engineers and mentors.
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4. Undertaking appropriate professional development opportunities as part of the Graduate Development Program by:

- Participating in the Graduate Induction.
 - Attending training courses.
 - Managing own time to attain CP Eng accreditation in the 3 year timeframe.
 - Participating in the selection of and maintaining contact with mentor.
 - Participating in the graduate rotation program.
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Technical accountabilities

5. Assist engineers to provide professional engineering services to internal and external clients by:

- Developing an understanding and knowledge of Hydro Tasmania assets.
 - Developing an understanding and knowledge of business processes, including asset management, project management, safety management, risk management and design and apply these to the work performed.
 - Developing an understanding and knowledge of internal and external engineering standards and compliance requirements and applying these to work performed.
 - Provide on-site engineering support to project teams.
 - Contributing to engineering service delivery and solutions.
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POSITION DESCRIPTION – GRADUATE ENGINEER – ALL DISCIPLINES

6. Contributing to Safety and Environmental performance within own team by:

- Ensuring accountability for personal safety is developed and displayed.
 - Ensuring that all work is carried out in accordance with OH&S policies and procedures.
 - Ensuring that all OH&S incidents and non compliances associated with own work are reported.
 - Personally participating in the investigation of any significant incidents associated with own work.
 - Ensuring that own work is carried out in accordance with environmental policies and procedures.
 - Ensuring that all environmental incidents and non compliances associated with own work are reported.
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7. Maintaining and improving Engineering Standards

including:

- Providing commercially and technically sound technical and asset risk management advice;
 - Providing input into recommending and setting the appropriate engineering standards for Generation's O&M and project works, and documenting the appropriate technical standards and standard specifications in a form that can be used commercially;
 - Helping ensure engineering standards produced are commercially realistic, sufficiently flexible to adapt to use across Generation's portfolio and fit for purpose.
 - Contributing to creating awareness and understanding across the Corporation of engineering risk to generating plant associated with non compliance to engineering standards.
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Scheduling accountabilities

8. Prioritise and manage own workload and take accountability for the delivery of outcomes by:

- Managing time to always achieve/exceed client expectations.
 - Working in an organised and methodical manner.
 - Setting and meeting own work objectives.
 - The ability to work under pressure to meet changes in scope, programs of work or client expectations.
 - Taking corrective action where required.
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9. Participating in the development of strategic and business plans by:

- Participating in the planning process.
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Management authorities (if appropriate)

Delegations

- Per Hydro Tasmania Delegations Manual
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POSITION DESCRIPTION – GRADUATE ENGINEER – ALL DISCIPLINES

Selection Criteria

Qualifications

- Professional Engineering qualifications in appropriate discipline acceptable for admission as a Graduate Member of Engineers Australia.

Experience

Knowledge, skills and abilities

1. The ability to develop engineering judgment and maturity by being exposed to a variety of work environments and task challenges.
 2. Ability to seek, accept and benefit from advice from mentors and more experienced colleagues.
 3. Ability to adapt to and work effectively within a variety of changing situations.
 4. Ability to take responsibility for own development needs and learning.
 5. Understanding and commitment to values based decision making.
 6. Sound written and verbal communication skills.
 7. Interpersonal skills with the ability to listen, understand and modify positions to achieve mutually acceptable outcomes and build effective relationships.
 8. Problem solving, logical, technical and analytical skills.
 9. Self motivation and organisational skills to manage work and time to achieve or exceed expectations.
 10. Desire and ability to develop knowledge of other engineering disciplines, business functions and the commercial environment in which Hydro Tasmania operates.
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