

Position Description

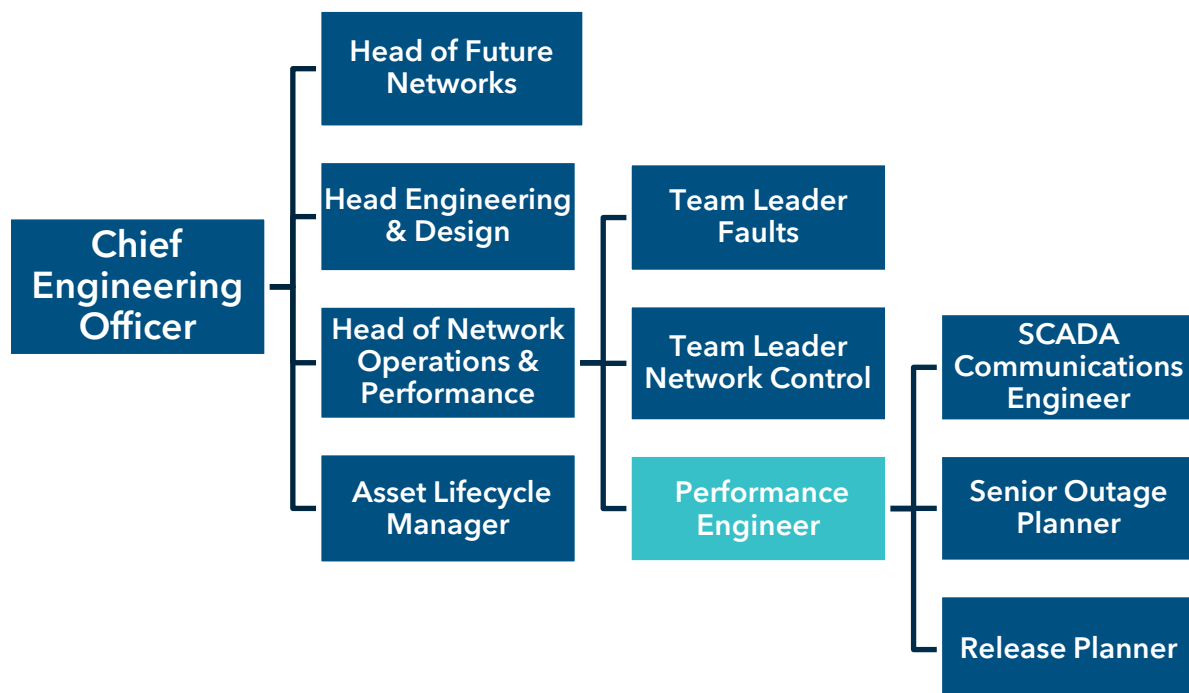
Performance Engineer

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Position Descriptions are intended to describe the main functions and responsibilities required of the role. Position Descriptions are not to be construed as an exhaustive list of all responsibilities or duties that may reasonably be required of the incumbent in this role. Employees will be expected to perform any duties reasonably requested by the employer. Position Descriptions are subject to review to reflect changing circumstances and may be amended from time to time to take account of the role requirements that evolve over time.

Reporting to:	Head of Network Operations & Performance
Responsible for:	Three direct reports
Position purpose:	<ul style="list-style-type: none"> Provide engineering expertise alongside data and insights to monitor the performance of the network and make recommendations for the future
Last review date:	December 2024

Where you will fit



Financial Responsibilities

Authorities may change to align with organisation changes to delegations of authority.

- Controls a budget: N
- Maximum that may be spent without reference to manager: \$0
- Jobholder can spend unbudgeted capital: N
- Jobholder is responsible for committing the organisation to long-term contracts: N
- Jobholder signs correspondence for Company: N

Key Relationships

It is a key responsibility that relationships must be built and maintained in such a way as to bring about positive and respectful interactions

External

- Clients / public
- Contracting parties
- Other EDB's and the Electricity Authority
- Transpower
- USI Load Manager
- Retailers

Internal

- Other team members in your Department Group
- Future Networks Team
- Commercial and Regulatory Teams
- Field Services team
- Works Delivery team
- Engineering & Design teams
- Executive Leadership team
- People and Capability Team

Network Performance Monitoring

You are responsible for

- Monitoring of the condition and status of network assets in terms of conformance, performance, quality and safety
- Developing data and insights and identifying trends related to the performance of the network and network reliability measures
- Identifying underlying issues for underperformance and collaborating with other teams to resolve issues
- Providing input into proposed changes to the network assets
- Investigating network events and incidents to understand what happened and what can be done differently in future.
- Driving a continuous improvement focus for the network, including developing recommendations and business cases for improvement
- Keeping abreast of emerging issues and trends and communicating these appropriately
- Accurate and timely record keeping

You are successful when

- Network performance is well understood across AEL
- Network data and insights are used to support decisions around assets and the future network
- You support and contribute to future enhancement of systems and processes

- Leading and managing the development of the SCADA system, including the integration of new technologies and features, and ensuring that it remains aligned with industry standards and best practices

Outage Planning and Compliance

You are responsible for

- Supporting effective job planning to optimise outages
- Managing voltage stability, releasing the network safely
- Ensuring compliance across the Network (in accordance with all relevant Acts, Regulations, Codes of Practice, SM-EI, and the Electricity Industry Participation Code 2010)
- Developing and implementing outage planning processes that ensure timely reporting, thorough analysis, and effective communication to customers and stakeholders, with a strong focus on minimizing customer impact and ensuring safety during outages

You are successful when

- All work on the network is planned to ensure safe and reliable outcomes
- Network reliability is maximised
- Field crews are able to get on and do what they need to do because they have good information and outages are optimised
- All work on the network is undertaken in accordance with all relevant Acts, Regulations, Codes of Practice, SM-EI, and Electricity Industry Participation Code 2010

Leadership

You are responsible for

- Always acting in the best interests of Alpine and its people. Leading and motivating all team members. Developing a team environment and empowering others to achieve results that are responsive, business like, well planned, safe and successful
- Dealing with staff issues quickly and effectively, ensuring compliance with legislation, and company HR policies in the process
- Conducting development reviews, salary reviews and career discussions with all relevant staff
- Fostering a culture of openness and trust with staff, providing regular feedback and encouraging their input to improve company performance.

You are successful when

- You encourage the development of team members through the sharing of professional knowledge and experience
- Team members are engaged and motivated to adhere to company values and achieve company goals and objectives
- Team members understand and are motivated to achieve their objectives; you lead, coach and motivate them, promoting employee engagement with openness, satisfaction and trust

- You give regular, constructive feedback and acknowledge the efforts of others
- Business goals are met through the proactive and consistent application of performance and development processes; performance concerns are addressed promptly
- Change is encouraged and supported where there is evidence that services/ processes may be enhanced
- Communication is open, honest, appropriate, and considerate with leadership that shows commitment, urgency and is visibly open, clear, and innovative
- The annual salary review process is completed in a timely manner in accordance with Alpine's Performance & Remuneration Framework.

What You Will Bring:

Education & Qualifications	Essential	Desirable
<ul style="list-style-type: none"> • Tertiary qualification in Electrical or Power Engineering and/or able to register as a CPEng 	✓	
Knowledge, Skills & Experience	Essential	Desirable
<ul style="list-style-type: none"> • Previous experience in a network engineering role with a good understanding of power flows and network data. • Strong analytical skills with the ability to develop insights from data. • Knowledge of the Electricity Participation Code as they relate to distribution companies. • Knowledge of the Electricity Act, Electricity Safety Regulations and SM-EI. • Excellent communication skills, both oral and written, including technical writing ability. • Demonstrable skills to support the monitoring and operating of the network. • Ability to perform under stress, and the ability to deal with a wide range of people demonstrating sensitivity to needs of others. • Ability to adapt to changing conditions, processes and other developments. • Dedication to get results; willingness to accept responsibility. Awareness of and commitment to company policies, specifically health and safety and quality management policies. • A demonstrated level of technical knowledge and capability commensurate with tasks undertaken. This requires several years of demonstrated management experience along with well proven skills of analysis and synthesis in dealing with problems. 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> ✓ ✓ ✓

<ul style="list-style-type: none"> • Willingness to participate, take on responsibilities and contribute positively in a team situation. 	✓	
<ul style="list-style-type: none"> • Being responsive, helpful and courteous to members of the public and fellow employees. 	✓	

What We Expect

Health & Safety

- Actively participating in health and safety (H&S) responsibilities outlined in Alpine's H&S Management Programme
- Following all established work procedures with regard to the requirements for H&S, including the use of PPE
- Identifying and reporting hazards
- Adhering to all H&S practices and rules
- Actively promoting and supporting health and safety, and wellbeing initiatives

Continuous Improvement

- Taking the initiative to improve work practices and to get the best possible outcome
- Looking for opportunities to improve systems, processes and work practices - both within your own position and our company as a whole
- Participate in MBUs, within your own team and across AEL

Customer Excellence

- Acting as an ambassador for AEL, going above and beyond to always provide both internal and external customers with exceptional service - approachable, interested and friendly
- Treating everyone with respect - taking time to listen, learn and understand. Problems and complaints are acknowledged, solutions identified and promptly acted upon
- Taking responsibility for the achievement of the organisational levels of service, measures, and targets as they relate to the role

Teamwork

- Working together as one team
- Willingly sharing your knowledge and experience
- Open, honest, considerate, and respectful communication
- Demonstrate positivity and respect and support and care for your colleagues.
- Demonstrate initiative and commitment to team objectives
- Actively participating in group activities
- Being open and receptive to change
- Positive response to requests for assistance from within your own team and other teams; demonstrating adaptability and willingness

Performance & Development

- Taking a full and active role in Performance Development Plan discussions with your manager (prepares, participates, follows through). Identifying and following through on opportunities for personal and professional development
- Demonstrating commitment to up-skilling and further developing specialist knowledge and best practice initiatives
- Participating in training opportunities with an open mind

Civil Defence Emergency Management

- Assisting AEL in preparing for and responding to an emergency
- After establishing the safety of members of your household, you may be assigned duties to assist AEL in an emergency

Personal Accountability

Being a positive role model and promoting AEL favourably.

- Be approachable, personable, willing, and consistent
- Contribute proactively through empowering our communities
- Work within and contribute to all AEL policies and standards

Other Duties

Occasionally you may be required to undertake duties in addition to those outlined, but of which fall within your capabilities and experience.

Employees are expected to carry out such other duties and responsibilities as may be requested from time to time by their supervisor or manager which are generally consistent with the objectives of the position.



Our Vision

Empowering our Community



Our Purpose

We deliver secure and reliable energy while innovating for our future

Our Values



Safety

We value health & safety always



Integrity

We are honest and sincere; we mean what we say and say what we mean



Accountability

We accept responsibility

All built on a foundation of RESPECT

Manager

Date

Position Holder

Date