



Hydro Tasmania  
the renewable energy business

## Position Description:

|                                    |   |
|------------------------------------|---|
| <b>Role title, Grade, level</b>    | Specialist Engineer, Senior Officer Band  |
| <b>Incumbent</b>                   | Vacant  |
| <b>Department/Line of Business</b> | Energy and Power Group, Consulting Business   |
| <b>Immediate Manager</b>           | Team Manager  |
| <b>Direct Reports</b>              | Nil   |
| <b>Manager-One-Removed</b>         | Group Manager   |
| <b>Role Purpose</b>                | <p>The Specialist Engineer is responsible for provision of expert engineering advice and leadership within a resource team, ensuring appropriate skills development to match solution requirements and undertaking specific roles including Client Relationship Manager and Project Director.</p> <p>Assist in the provision and assessment of new technology and innovation, technical and regulatory code compliance, standards, programs and provision of technical review capability principally for the design engineering aspects of Power Engineering operations.</p> <p>Assist in providing technical and commercial leadership of the transmission line design team to creating and maintaining revenue.</p> |

### 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

#### People Accountabilities

#### 1. Demonstrate effective Technical Leadership through:

- Develop the technical capability and providing mentoring and coaching to team members, both within the transmission line Team and assigned project teams
- Support change and innovation in accordance with business strategy
- Ensure clear articulation of project objectives and goals to team members

**2. Ensure personal effectiveness in role, including:**

- Technical correctness, accuracy, quality, value and timeliness of work undertaken, and as required the work of others
- Contribute to personal Performance Plan objectives
- Take ownership and responsibility for own work priorities and for contributing to team objectives
- Maintain technical knowledge and expertise in the respective field/s and keep abreast of technical best practice and relevant new technologies
- Undertake appropriate professional development opportunities
- The incorporation of continuous improvement for the work undertaken by self and others

**3. Demonstrate alignment with Hydro Tasmania's values and policies, including:**

- Use of values-based decision making.
- Demonstrate a well developed understanding of the importance of bottom line (People, Planet, Profit) results;
- Ensure compliance with all Hydro Tasmania policies and procedures as well as all aspects and/or requirements of the Workplace Health and Safety Act; and
- Maintain confidentiality of all Hydro Tasmania data and technical information; in accordance with Hydro Tasmania policies and procedures and intellectual property project contract provisions.

**4. Lead and Develop the Capability of an Effective Team, including:**

- Develop and provide mentoring and coaching to team members.
- Advice on project concept and development through to review and approval of detailed design.
- Support change and innovation in accordance with Consulting's strategies.

**5. Maintain excellent communications with existing clients and developing opportunities for engaging new clients, including:**

- Assist clients in the management of capital and operational works programs where they might be impacted by the area of specialisation.
- Advice on compliance issues in specialised area to Controllers and Clients.
- Undertake aspects of asset management on behalf of clients, as required.
- Provide technical advice and identification of business development opportunities to be passed on to relevant Business Development Manager

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**Technical Accountabilities****6. Provide high calibre civil design and consulting services as required in servicing client requirements, through:**

- Assist Business Development Managers, Principal Consultants and Regional Managers re Consultants skills/abilities;
- Give expert opinion on the ability of themselves and the business to provide a particular service or project objective;
- Assist in technical reviews and support on projects including provision of technical direction, compliance with regulatory requirements and relevant industry standards, procedures, risk management processes and expert advice to Team members;
- Provide specialise technical engineering advice when bidding for work in specialist area;
- Provide advice on project concept and development through to review and approval of detailed design;
- Review design briefs and/or proposal documents
- Provide best practice (discipline) expertise for effective delivery of projects.

**7. Provide professional expertise and product output in the field/s of (discipline):**

- Transmission Lines:
    - Investigation, design (including review and approval) and construction support work associated with transmission line designs.
  - Structural:
    - Investigation, design (including review and approval) and construction support associated with structural designs for lattice towers/landing gantry and poles.
  - Foundations:
    - Design (including review and approval) and construction support work associated with foundation designs for towers and substation equipment.
- 8. Provide technical reviews and support on projects including the provision of technical direction, compliance with regulatory requirements and relevant industry standards, procedures, risk management processes and expert advice to Team members**
- Actively contribute to improvements in safety culture and processes to ensure on-going, practical improvements in safe work practices.
- 9. Lead the development of a safety culture in the team through the appropriate use of Local Safety Teams, training and procedures and by ensuring that safe practices underpin all activities.**

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#### Scheduling Accountabilities

**10. Job management of transmission line projects, as required, to provide resource flexibility within the group;**

- Establish and regularly maintain suitably detailed project schedules
- Review competing demands and assess resource requirements to meet priorities
- Monitor project expenditure and maintain estimates of the final project cost, including comparison to business case
- Prepare regular project reports and other briefing papers and reports as required.

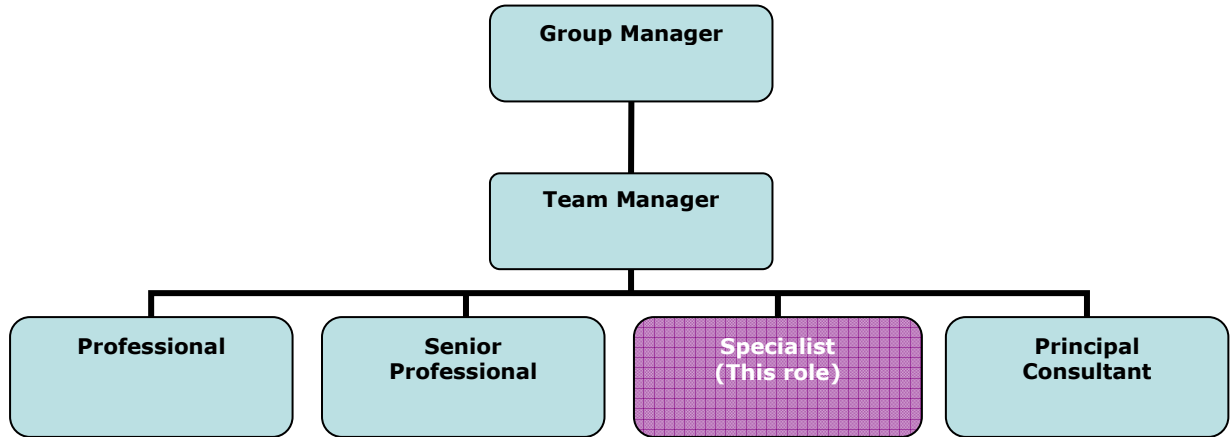
**11. Prepare business plans, budget estimates, design briefs and/or proposal documents for major projects on behalf of clients;**

- Participate in the planning process at a team and group level and contribute to the identification of new work opportunities and the overall direction of the 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)

| Internal  | External  |
|---|---|
| <ul style="list-style-type: none"> <li>• Group Managers</li> <li>• Business Development Managers</li> <li>• Regional Managers</li> <li>• Solution Delivery Managers</li> <li>• Project Directors, Project &amp; Job Managers</li> <li>• Team Managers and team members</li> <li>• HTC staff for technical advice and mentoring</li> </ul> | <ul style="list-style-type: none"> <li>• Senior managers of external clients</li> <li>• Clients and their project managers</li> <li>• Government bodies and instrumentalities, consultants and international experts</li> <li>• Various equipment supplier representatives</li> <li>• Sub-contracted parties</li> </ul> |

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**Selection Criteria**

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**Essential****Qualifications**

- Tertiary qualifications in Civil Engineering (or equivalent), acceptable for admission as a professional engineer to Engineers Australia, or equivalent professional body

**Experience**

- At least ten 10 year's experience in civil design work, with a particular emphasis on transmission line and substation structural design and/or foundation design work
- Experience in engineering solutions, asset strategy advice and asset management advice
- Experience in a technical leadership capacity, including directing both professional and para-professional staff
- Background in a project environment spanning feasibility, design, project planning, contract negotiation, construction and hand over
- Experience in managing clients and stakeholders, and a demonstrated ability to negotiate effectively with external and internal Clients and service providers

**Knowledge, skills and abilities**

- Capable of undertaking novel, complex or critical professional work without guidance and able to give professional guidance and authoritative advice
- Leadership skills – the ability to lead and motivate performance and respond to the technical needs of less experienced team members
- High level communication skills, both written and verbal, and demonstrated ability to write concise technical reports, make presentations, and efficiently run meetings
- Business acumen, client focus and the ability to deliver high value customer services
- A high standard of computing skills utilising Microsoft Office software packages
- Strong knowledge of the following Australian Standards AS 4100, AS 3600, AS 3995 and ESAA C(b)1-2003
- Sound experience in the use of computer design packages e.g. PLS Tower, PLS Pole
- Experience in the analysis of lattice towers, pole and gantry structures
- Experience in lattice tower, pole and substation foundation designs
- Able to adapt to and work effectively within a variety of changing situations
- Organises work and time allocation to always achieve/exceed expectations
- Ability to maintain confidentiality of all Hydro Tasmania and external client data and technical information

**Desirable****Qualifications**

- Postgraduate qualifications in Civil, Structural or Geotechnical Engineering

**Experience**

- Working Knowledge of PLS CADD
- Knowledge and experience with transmission/distribution networks
- Experience in the development of conductor mounting point loads for transmission and substation structures
- Estimating and quoting experience as applied in a consulting environment

**Knowledge, skills and abilities**

- A general knowledge of project management and techniques for development planning and project analysis
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