

Position details

Title of Position:	Technology Change Partner
Reports to (position title):	Manager, Organisational Development & Capability
Division:	People and Safety
Function:	People and Capability
Number of Direct Reports:	NIL
Grade:	6

Health, Safety & Wellbeing

ElectraNet is committed to co-creating a workplace of choice and enriching the communities in which we operate.

As an industry leader, ElectraNet is at the forefront of the clean energy transition. We are socially and environmentally ambitious, and our continued commitment to developing, operating and maintaining our network in a way that creates opportunities for people and nature to thrive is essential to achieving our vision of energising South Australia's Clean Energy future.

Our commitment also drives our focus to create a physical and psychosocial environment that supports the health, safety and wellbeing of our people.

We all contribute to ElectraNet's workplace culture and have a duty of care to ourselves and one another to work safely, assess and manage risk, courageously speak up and promptly report any unsafe working practices, hazardous working conditions or security threats and to collectively learn and grow from every opportunity.

Position Overview

The Technology Change Partner will guide the business through changes to processes, technology, and culture to support the delivery of the technology roadmap. The primary focus is to provide change management expertise via the development and execution of appropriate change management and business readiness strategies, plans and interventions on assigned technology projects, ensuring changes required are adopted successfully with lasting benefits to ElectraNet.

In addition to project work, the Change Partner will contribute to the development of best practice processes to be applied across the team's activities to support consistent, high-quality delivery and a collaborative team environment.

Success in this role is characterised by outstanding capability to influence others to accept and champion change in a complex technical and non-technical environment, requiring impactful and influential leadership, clear strategic thinking, and an ability to build relationships across broad stakeholder groups.

Key Responsibilities**Operational & Technical**

- Lead and coordinate the change management process, including the identification, assessment, and implementation of change initiatives on projects.

- Develop and manage strategies and plans for digital system adoption aligned with organisational goals.
- Undertake business impact analysis to assess risk for business change.
- Prepare and present change management plans to stakeholders.
- Develop and maintain relationships with stakeholders and lead or provide support to the project for stakeholder engagement activities.
- Monitor and report on progress of project change initiatives.
- Lead the delivery of project communications.
- Identify the requirement for, and supporting the design and delivery of, training programs and other learning approaches to facilitate change.
- Guide, advise, and support leaders in promoting and deploying change management activities and interventions.
- Integrate change management strategies into project plans, including monitoring, and reporting on progress and outcomes of project change activities.
- Development of change materials including facilitation of workshops to illicit, capture and organise business requirements.
- Support project manager/s to manage the timely and cost-effective delivery of allocated projects, ensuring alignment with business standards and change management methodology developed by the organisation.

Behavioural

- Build and maintain strong working relationships with and between internal and external stakeholders, delivering a high level of customer service.
- Create and develop a respectful workplace environment that values cultural diversity, innovation, open discussion and cross functional collaboration to help drive high performance.
- Lead by example; role model desired behaviour and priorities, demonstrate personal accountability for self-development and for achieving quality and timely result.
- Demonstrate behaviour that is consistent with ElectraNet's values, Code of Conduct and Acceptable Use of Technology Resources Policy while performing the role in a professional and ethical manner.
- Promote safe work practises that support the safety of all workers and the security of ElectraNet's assets, proactively reporting safety incidents, near misses and security threats.
- Proven ability to work collaboratively in a team environment, contribute to, and encourage a culture of teamwork, project delivery excellence and a shared responsibility for achieving results.

Significant Working Relationships

- All divisions of the enterprise
- Executive and Divisional Leaders
- Project Managers, Project teams, business working groups and program steering committees
- External Suppliers/service providers

Equipment & Technology Used

- Purpose built toolsets for building Change Management materials.
- Design and project management software
- Collaborative communication software and platforms
- Other commercial, specialist and reporting/customer engagement tools as required.

Selection Criteria

Knowledge & Experience

Essential

- Applying theoretical and practical knowledge to solve commonly encountered problems
- Applying generally accepted concepts, principles and standards in well-defined areas
- Undertake ongoing tasks being performed on either a daily/weekly/monthly basis
- A proven record in the use of Change Management methodologies, producing clear business and technical requirements covering Data, Process, People and Technology aspects.
- Strong knowledge and pragmatic application of current change management best practice principles and standards including change management systems and tools, in a technically orientated organisational environment.
- Experience in working across multiple business units, and across all levels of the organisation.
- Proven ability to translate technical information into simple concepts/meanings for internal and external stakeholders.
- A high level of initiative, flexibility, creativity, and the ability to work unsupervised and as part of a team.
- Experience working across multiple projects concurrently.
- Experience and achievement in business process change.
- Experience with software implementation methodologies.
- Experience in managing and delivering solutions to a recognised Project Management methodology.
- Highly developed written and oral communication skills, including demonstrated negotiation and conflict resolution skills.
- Flexible approach to working hours and after-hours commitments

Desirable

- Electricity Industry background an advantage

Qualifications

- Minimum 7 years' experience, in Discipline related role
- Certification in change management (e.g., Prosci, ACMP)

Background Checks

- Pre-employment checks, including background and security checks (such as global criminal checks) are required for this position, completed prior to commencement and repeated on a regular basis after appointment.

NOTE: Copies of the above listed qualifications/licences/certificates are required as evidence on appointment.