

**Position details**

<b>Title of Position:</b>	Head of Project Engineering
<b>Reports to (position title):</b>	Executive Delivery
<b>Division:</b>	Delivery
<b>Function:</b>	Project Engineering
<b>Number of Direct Reports:</b>	1-5
<b>Grade:</b>	Not Applicable

**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 Head of Project Engineering is accountable for leading the development of key strategies, tactics and capabilities of ElectraNet's capital project engineering functions and for delivering outcomes organisation-wide. The role has a significant impact throughout the organisation by providing strategic and operational advice and guidance to all levels of company management and by exerting leadership influence on the evolution of organisational culture and its alignment with business strategy.

The position is accountable for leading contemporary practice to ensure the effective delivery of engineering services. This role will contribute to projects and ensure all aspects of the project are delivered in accordance with ElectraNet's governance and technical standards and agreed performance outcomes.

Success in this role is characterised by impactful and influential leadership to ensure strong engagement and culture across the function effective collaboration across the business and successful delivery of functional activities to support the achievement of ElectraNet's business goals and objectives.

**Key Responsibilities****Strategic Leadership**

- Actively contribute to the Delivery divisional leadership initiatives and strategy.

- Provide leadership and support to identify and contribute to managing opportunities and threats that impact on business strategy and growth objectives, including through active engagement with the Divisional Leadership Team and cross divisional efforts as appropriate.
- Serve as a strategic partner and trusted advisor to the Executive team; establish and maintain strong relationships with executives and the Chief Executive to identify and respond to business needs.
- Understand the processes which derive the financial results and ensure suitable controls are in place to ensure ongoing resilience and reliability in achieving business outcomes.
- Build the financial acumen needed to make sound business decisions and drive bottom line results.
- Proactively manage budgets to ensure activities and investments meet the organisations financial objectives.
- Proactively identify and implement changes to achieve cost efficiency, whilst pursuing revenue opportunities to position ElectraNet for innovation and growth.
- Lead the development, delivery and continuous improvement of all project engineering functions.
- Embrace change and lead teams through the change management process, to ensure its success.
- Be accountable for communicating business-wide activities, initiatives and key messages, leading conversations with team members across the function to ensure the successful delivery and understanding of communications.

#### People Leadership

- Create and develop a respectful workplace environment that values cultural diversity, innovation and high performance.
- Lead the continual evolution of a constructive workplace culture; inspire, motivate and coach people to operate in a high-capability, high-performing environment.
- Develop people capabilities and behaviours to meet business demands and to support longer-term organisational resilience via successful retention and succession strategies.
- Set meaningful performance and development goals and behavioural expectations, linked to business objectives.
- Provide regular coaching and feedback to enable our employees to achieve desired performance results and reach their full potential.
- Lead the team to achieve its operational objectives by providing clear direction, actively managing performance and empowering team members to succeed.

#### Operational & Technical

- Drive the development, review, maintenance, implementation and evaluation of the operational plans, policies, procedures and frameworks that govern the project engineering function.
- Ensure the development, monitoring, analysis and reporting of relevant performance metrics for the project engineering team, with value-adding commentary and insight, to demonstrate the extent of success in meeting organisational performance and/or improvement targets.
- Ensures that the required level of Client Engineering Partners are available and supporting the Project Engineering team at any time.
- Accountable for ensuring that the project engineering team is run efficiently, is high-performing and delivers on in house detailed design targets.
- Notify relevant Executives of any significant matters and/or incidents as they arise.

#### 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.

### Significant Working Relationships

- Chief Executive
- Executives and Managers of functions
- ElectraNet Leaders and Employees
- External Stakeholder groups including ElectraNet's Client Engineering Partners and Design and Construction Contractors.

### Equipment & Technology Used

- SAP
- Microsoft Office Suite
- MS Projects

### Selection Criteria

#### Knowledge & Experience

##### Essential

- Extensive knowledge and experience in working as a strategic leader and/or leadership of a relevant discipline at a senior level in a corporate environment (as a guide approximately 10+ years);
- Demonstrated experience in genuinely adding value to the business by providing strategic and operational guidance on all matters related to project engineering.
- Experience in leading and building a high-performance culture utilising change management principles;
- Extensive knowledge and experience in renewable energy sector and customer connections;
- Excellent interpersonal skills with the ability to build collaborative and productive relationships with diverse internal and external stakeholder groups.
- Strong financial acumen with the ability to see the financial effects and relationships of various aspects of the business.
- Demonstrated leadership to inspire, motivate, mentor and develop employees to be engaged, accountable and achieve best-practice in their respective disciplines.
- Highly developed written and oral communication skills, including demonstrated negotiation and conflict resolution skills.
- Demonstrated ability to act decisively and initiate urgent action to overcome difficult problems
- A clear thinker, with sound knowledge and experience in people management and the ability to constructively challenge the status quo.

**Desirable**

- Minimum 10+ years' experience, in Discipline related role
- Post graduate management or business-related qualifications (desirable)
- Electricity Industry background an advantage
- Flexible approach to working hours and after-hours commitments
- Electricity Industry background an advantage

**Qualifications**

- Tertiary qualification in technical or management field or equivalent experience (essential).

**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.