

Position details

Title of Position:	Manager Secondary Systems and Protection Engineering
Reports to (position title):	Head of Project Engineering
Division:	Delivery
Function:	Project Engineering
Number of Reports:	10-20
Grade:	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 Manager Secondary Systems and Protection Engineering is accountable for leading the ElectraNet's Secondary Systems and Protection Engineering function within the Delivery division, working alongside the other disciplines to deliver engineering services to support design, design reviews, and engineering support during works delivery across a range of projects.

In addition to leading the team, the role contributes to projects and ensures that relevant engineering activities are delivered in accordance with ElectraNet governance, agreed technical standards and performance outcomes.

Success in this role is characterised by influential leadership, strong engagement and culture across the function, effective collaboration across the business, successful delivery of functional activities supporting ElectraNet's goals and objectives, and a desire for continuous improvement.

Key Responsibilities**People Leadership**

- Create and maintain a respectful workplace that values 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 and agile environment.
- Develop people capabilities and behaviours to meet business demands and support longer-term organisational resilience through effective attraction, retention and succession strategies.

- Set meaningful performance and development goals and behavioural expectations linked to business objectives.
- Provide regular coaching and feedback to enable employees to achieve required outcomes and realise their potential.
- Lead the team to achieve operational objectives through clear direction, active performance management and empowerment.
- Plan and manage workforce capacity, capability and deployment to meet portfolio and functional priorities.

Operational & Technical

- Lead the development, review, maintenance, implementation and evaluation of operational plans, policies, procedures and frameworks governing the function.
- Establish, monitor, analyse and report relevant performance measures, with value-adding commentary and insight on performance and improvement targets.
- Ensure compliance with ElectraNet governance, the Engineering Management System, SPARQ, and applicable safety, quality and environmental requirements.
- Define clear boundaries and interfaces with other disciplines and functions to support complete scope development and integration and work in an effective and collaborative manner to jointly deliver.
- Manage allocated project implementation risks within the delegated Engineering Authority framework.
- Work collaboratively with the engineers and engineering leadership in the Assets and Networks divisions to determine best for ElectraNet outcomes that balance delivery project requirements with longer-term asset management and network stability goals and obligations.

Contributing to project planning and controls:

- Contribute to project budgets, scope, objectives, delivery plans and resource plans.
- Allocate resources, ensure appropriate capacity and capability, and work cross-functionally to deploy resources to priority work.
- Monitor delivery performance, report progress, anticipate issues and take timely action to protect commitments.
- Notify and escalate significant matters, risks, delays or incidents to the Head of Project Engineering and other relevant leaders.

Contributing to contract management:

- Manage service-provider partnerships to deliver value, support organisational objectives and meet defined service expectations.
- Secure required internal and external approvals relevant to contracted and externally delivered work.
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Contributing to stakeholder engagement:

- Manage relevant stakeholders and maintain effective interfaces across disciplines and functions.
- Collaborate across divisions and functions to achieve optimum whole-of-business outcomes.

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

- Head of Project Engineering
- Project Engineering leadership team (peers in other discipline)
- Project Engineering Managers and Project Managers
- Engineers from other ElectraNet divisions, notably from Assets and Networks
- Project delivery partners – design consultants, contractors and D&C delivery partners
- Executives and functional leaders
- Customers and industry stakeholders

Equipment & Technology Used

- SAP
- Microsoft 365
- ElectraNet bespoke tools such as JMS
- Industry-standard design and review software specific to the field of Secondary Systems and Protection engineering.

Selection Criteria

Knowledge & Experience

Essential

- Extensive experience as a strategic leader and/or leader of a relevant discipline at a senior level in a corporate environment, with approximately 10 years as a guide.
- Extensive knowledge of Secondary Systems and Protection engineering as it relates to an Australian Transmission Network Service Provider.
- Demonstrated experience adding value through strategic and operational advice and contributing to business strategy.
- Experience leading and building a high-performance culture using effective change-management principles.
- Excellent interpersonal skills and the ability to build collaborative, productive relationships with diverse internal and external stakeholders.
- Strong financial and commercial acumen, including understanding the financial implications of business decisions.
- Demonstrated ability to inspire, motivate, mentor and develop employees to be engaged, accountable and capable of best-practice performance.

- Highly developed written and oral communication skills, including negotiation and conflict-resolution capability.
- Demonstrated ability to act decisively and initiate timely action to overcome difficult problems.
- Sound people-management judgement and the ability to constructively challenge the status quo.

Desirable

- Postgraduate management or business-related qualifications.
- Electricity-industry experience.
- Flexible approach to working hours and after-hours commitments where required by the role.

Qualifications

- An engineering degree in a discipline appropriate to Secondary Systems and Protection engineering
- Membership of Engineers Australia to the class of Professional Engineer or an equivalent body recognised by Engineers Australia. (Or, if not yet a member, meet the criteria to apply.)
- Chartered Engineer status preferred
- Holds, or could obtain ElectraNet TAAM (including the relevant prerequisites such as Construction Industry White Card and First Aid Training).

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.