



POSITION DESCRIPTION

Role Title:	Distribution Line Mechanic
Reports To:	Team Leader and/or Depot Supervisor
Direct Reports:	Nil
Location:	Southland and Otago Depots

POWERNET

Our Purpose: Safe | Efficient | Reliable: Power to Communities

<p>Our Critical Success Factors</p> <ul style="list-style-type: none"> • Safety Always • Customer Focus • Continuous Improvement • Passionate Empowered People • Courageous Leadership 	<p>Our Values</p> <ul style="list-style-type: none"> • Up Front and Honest • Make a Difference • Do It Once, Do It Right • Back Each Other • Take Positive Action
--	---

PURPOSE OF THE LINE MECHANIC ROLE

Role Purpose : Safely, build and maintain, reliable electricity networks

<p>CRITICAL SUCCESS FACTORS</p> <ul style="list-style-type: none"> • Safety First • Professionalism • Effective Communication • Team Work • Commitment to Continuous Improvement
--

ROLE SPECIFIC COMPETENCIES

<p>Drives Results Consistently achieving results, even under tough circumstances.</p>	<ul style="list-style-type: none"> • Has a strong financial orientation. • Persists in accomplishing objectives despite obstacles and setbacks. • Has a track record of exceeding goals successfully. • Pushes self and helps others achieve results.
<p>Instills Trust Gaining the confidence and trust of others through honesty, integrity, and authenticity.</p>	<ul style="list-style-type: none"> • Follows through on commitments. • Is seen as direct and truthful. • Keeps confidences. • Practices what he/she preaches. • Shows consistency between words and actions.
<p>Decision Quality Making good and timely decisions that</p>	<ul style="list-style-type: none"> • Makes sound decisions, even in the absence of complete information.



keep the organization moving forward.	<ul style="list-style-type: none"> • Relies on a mixture of analysis, wisdom, experience, and judgment when making decisions. • Considers all relevant factors and uses appropriate decision-making criteria and principles. • Recognizes when a quick 80% solution will suffice.
---------------------------------------	--

KEY RELATIONSHIPS		
	Nature of Contact (Conversational, motivation, persuasion, liaison, technical advice, resolve conflict, leadership, reporting, advocating, marketing, selling, negotiation)	Frequency of Contact (Daily, weekly, monthly, yearly)
Internal		
• Field Services Manager	Conversational, reporting	Weekly
• Field staff	Persuasion, motivating, liaison	Daily
• All PowerNet staff	Conversational, liaison	Daily
• General Manager	Conversational	As required
• Depot Supervisor	Reporting	Daily
Field Services Safety Training Team	Conversational, liaison	As required
External		
• Customers	Technical Advice, liaising, negotiation	Daily
• Suppliers	Liaison, conversation	As required
• Training Providers	Attendance, Participation	As required

KNOWLEDGE AND EXPERIENCE, SKILLS AND ATTRIBUTES REQUIRED
<p>Essential Criteria</p> <ul style="list-style-type: none"> • Qualification/s required - Current EWRB Line Mechanic Registration or equivalent. • Registration and Licences - Current full drivers licence Class 1, Class 2. <p>Preferred Criteria</p> <ul style="list-style-type: none"> • Licences - Class 3, 4, and or 5 Drivers Licence • Qualifications – Workplace Assessor, RCC Assessor, NZCES Live Line, Field Switching, Fault Response <p>Experience, Knowledge and Skills</p> <ul style="list-style-type: none"> • Preferable minimum of 2 years' experience as a Line Mechanic within the electricity industry, working with distribution plant and equipment. • Preferable experience working in a rural setting with distribution plant and equipment. • Innovative to the extent of being capable of implementing new technology and improved procedures. • Current working knowledge of industry safety rules. • Knowledge and application of the Microsoft Office Product Suite and mobile/portable technology. • Numeracy and Literacy skills.



Attributes:

- Ability to perform call-out duties, possibly alone and after hours, in inclement weather.
- Work outdoors (approximately 95% of time) in all types of weather and environmental conditions, (i.e. holes in ground, trenches, rough terrain, snow, fallen branches, heavy underbrush).
- Work at heights, and be capable of working from an Elevated Work Platform Vehicle (EWP), and ladder.
- Capable of lifting and working with bulky equipment (i.e. ladders weigh 35kg).
- Capable of distinguishing colour coded equipment.
- A cooperative, team player
- High level of integrity
- Open and honest
- Committed
- Able to communicate at all levels in writing and verbally
- Innovative problem solver
- Able to work unsupervised
- Able to make accurate and timely decisions within the scope of the role

AUTHORITY LEVELS	ACTIVITY	CRITERIA
Financial	<ul style="list-style-type: none"> • Limited authority 	<ul style="list-style-type: none"> • Under instruction of Team Leader or Depot Supervisor
Contractual	<ul style="list-style-type: none"> • Has power to act within bounds of contracts. 	<ul style="list-style-type: none"> • In relation to delivery of services to customers
Staffing	<ul style="list-style-type: none"> • Nil 	<ul style="list-style-type: none"> • Nil

ROLE SPECIFIC ACCOUNTABILITIES

The specific accountabilities for this position are aligned to the technical competency profile for the role and applied accordingly.

I am responsible for	What Success Looks Like	I will be successful when I
Line maintenance, construction and fault repair	<ul style="list-style-type: none"> • Provide line maintenance, line construction and line fault repair services; ensuring assigned tasks meet required outcomes, including completion within budget, on time, and as efficiently as possible. • Assist the Depot Supervisor to achieve agreed performance goals by providing line maintenance, line construction and line fault repair services. • Coordinate with other PowerNet staff, particularly other depot staff, to ensure assigned tasks meet required outcomes including completion within 	<ul style="list-style-type: none"> • Am proud of the job I have done. • Have contributed to a job well done by the team • Complete allocated projects or jobs in a timely manner. • Demonstrate good interpersonal and organisational skills.



	<p>budget, on time, and as efficiently as possible.</p> <ul style="list-style-type: none"> • Assist with the development, maintenance, and operation of the PowerNet network by providing the following services: <ul style="list-style-type: none"> • Install, replace, and maintain overhead power line equipment, poles and pole mounted equipment (i.e. transformers, fuses, switches, circuit breakers, conductors, crossarms, insulators, terminations, connections, etc.). • Install, replace, and maintain underground/ground mounted power line equipment (i.e. cables, transformers, switches, circuit breakers, fuses, enclosures, pillar boxes, terminations, connections, etc.). • Perform network switching (when authorised). • Perform fault location, diagnosis, and repair duties (when authorised). • Participate in a faults roster to provide a 24/7 response for PowerNet. • Participate when required in substation construction and maintenance • Participate when required with transmission line construction and maintenance • Participate when required with tree cutting adjacent to power lines • Participate when required with street lighting installation and maintenance • Prepared to cancel any work activity when unsafe to continue and follow-up with appropriate / required actions. 	<ul style="list-style-type: none"> • Act professionally and have high quality workmanship • Treat fault responses with appropriate urgency. • Contribute to the company's purpose of safe efficient reliable power to communities. • Take responsibility and adhere to safe work practices
--	---	--



NAC Scope of Practice	Adherence and compliance at all times with NAC Scope of Practice.	Complete all work in accordance with my authorised and issued NAC.
Plant and Equipment	<ul style="list-style-type: none"> • The effective and efficient use and care of plant and equipment made available for undertaking work. • Assist with opportunities to trial new techniques and tools to correctly evaluate them and to assist with meeting Power Service's needs. • Care and maintain the vehicles and equipment designated to me • Ensure that all plant and equipment is in safe working conditions and any defects are reported to the Team leader or Depot supervisor • Ensure the correct tools, equipment and materials are used for the job in hand 	<ul style="list-style-type: none"> • Use allocated plant, tools, and equipment efficiently, effectively and safely. • Maintain tools and equipment to company requirements. • Carry out regular maintenance and report on condition of designated vehicle • Regularly check and report on the safety of plant and equipment • Look after the tools I have been provided with and ensure I use the right tools for the job in the appropriate manner.
Reporting	<ul style="list-style-type: none"> • Provide reports to the Depot Supervisor or Team leader relating to the performance of plant and/or equipment and the progress and outcome of allocated work. 	<ul style="list-style-type: none"> • Provide reports that are accurate and timely.
Quality Service Delivery	<ul style="list-style-type: none"> • Work on allocated projects in a manner that complies with legislative, company, and client requirements including; • planning of work, • quality of completed work, • provision of information related to completed work. • All work meets Company Key Performance Indicator (KPI) • Ensure effective understanding of job requirements and expectations of supervisors regarding allocated 	<ul style="list-style-type: none"> • Have zero instances of quality shortfalls raised. • Demonstrate consistent, high quality workmanship • Take pride in delivering on PowerNet promise to "do it once, do it right".



	<p>work, including accurate interpretation of diagrams and plans.</p> <ul style="list-style-type: none"> • Assist with the implementation, in association with others, of improvements to the operation and development of Power Net. <p>Ensure that the correct procedures and safe working practices are used at all times.</p>	
Customer Service	<ul style="list-style-type: none"> • The fostering of good working relationships with clients, service providers, territorial authorities and Government departments. • Ensuring that all work is carried out in a professional tradesman manner. 	<ul style="list-style-type: none"> • Put the customer first. • Deliver an efficient, economic, reliable, and hassle free service to customers.
Team work	<ul style="list-style-type: none"> • The successful participation in a competent, well trained team which is performance oriented and is geared to satisfy clients' needs and achieves the required targets. • Continually strive to improve the quality and efficiency of the work in hand at the work place 	<ul style="list-style-type: none"> • Participate in the building and maintaining of a successful team. • Behave in a manner that at all times sets a good example to other Power Net staff. • Look for ways to continually improve my performance and the performance of the team
Training and Development	<ul style="list-style-type: none"> • Facilitate the transfer of knowledge and development of skills in junior staff. • Explore and participate in opportunities to extend the knowledge of your own skills and training. • Assist with staff retention and development. • Attendance at six monthly safety training courses 	<ul style="list-style-type: none"> • Assist with training and development of junior staff. • Improve my own skills. • Assist in the enhancement of the skills and team work of depot staff and all Power Net staff. • Attend and participate in all learning opportunities and team briefs
Other Duties	<ul style="list-style-type: none"> • Undertake such other responsibilities as may be reasonably required from time to 	<ul style="list-style-type: none"> • Take on additional duties willingly when asked.



	<p>time.</p> <ul style="list-style-type: none"> • Participate in a faults roster to provide a 24/7 response for PowerNet. • Participate in out of hours work in emergencies when required. 	<ul style="list-style-type: none"> • Look for additional work when not busy. • Support others whenever possible. • Am willing, participative and responsive in emergency situations.
--	--	---

COMPANY SPECIFIC RESPONSIBILITIES		
CRITICAL SUCCESS FACTORS	What success looks like	I will be successful when I
Safety Always	<ul style="list-style-type: none"> • Adherence to safe working practices and compliance with the provisions of the Health and Safety at Work Act 2015 and the Company Safety policies appropriate to the working conditions • Compliance with the Electricity Regulations 2010, Electricity Act 1992, and associated Codes of Practice. • Ensure staff and contractors working for PowerNet are aware of the safe working practices to establish a safer and hazard free workplace • Show a commitment to and comply with the company's health and safety policies, systems and procedures. • Ensure safety is a consideration in all aspects of your work and use safe work practices and procedures at all times. • Be pro-active and identify and report hazards and apply appropriate hazard control measures. Engage with the public wherever possible to increase awareness of hazards. • Report all work or observed network accidents (hits), and incidents, (near hits) • Report all illnesses. • Report faulty facilities, plant and equipment immediately. • Ensure that you are not impaired physically or mentally to carry out assigned tasks. 	<ul style="list-style-type: none"> • Apply "I am safe" behaviour to all workplace practices. • Comply with all policies and Acts related to health and safety. • Comply with all regulations, legislation and Codes of Practices • Record all safety non-conformances and subsequent corrective actions • Take all practicable steps to ensure my own safety, the safety of our contractors and the public and their property. • Ensure the continuous improvement of the Company's Health and Safety Policies with the associated commitment to accurate reporting and recording
Customer Focus	<ul style="list-style-type: none"> • Maintaining high levels of cooperation with the public, customers and employees 	<ul style="list-style-type: none"> • Gain insight into customer needs. • Identify opportunities that



	<ul style="list-style-type: none"> • Building strong customer relationships and delivering customer-centric solutions through: <ul style="list-style-type: none"> □ High Quality workmanship □ Quality of product □ Quality of service 	<p>benefit the customer.</p> <ul style="list-style-type: none"> • Build and deliver solutions that meet customer expectations. • Establish and maintain effective customer relationships. • Anticipates customer needs and provides services that are beyond customer expectations. • Uses customer insights to drive and guide the development of new offerings. • Serve as a strategic partner to build, grow, and maintain profitable and long-lasting relationships with key accounts.
<p>Passionate Empowered People</p>	<ul style="list-style-type: none"> • Taking Personal Accountability. • Hold self and others accountable to meet commitments • Complete business obligations in an ethical manner and produce a positive contribution for all who engage with you. • Ensure others are fully informed of any activities or issues that may impact on the work they are doing in their areas. 	<ul style="list-style-type: none"> • Follow through on commitments and make sure others do the same • Act with a clear sense of ownership. • Take personal responsibility for decisions, actions, and failures. • Establish clear responsibilities and processes for monitoring work and measuring results. • Design feedback loops into my work. • Assume responsibility for the outcomes of others. • Promote a sense of urgency and establish and enforce individual accountability in the team.



		<ul style="list-style-type: none"> • Work with people to establish explicit performance standards. • Am completely on top of what is going on and know where things stand. • Provide balanced feedback at the most critical times • Give my best every day, all day.
<p>Continuous Improvement</p>	<ul style="list-style-type: none"> • Support and participate in working practices based on optimising our work processes. • Ensure appropriate quality audits are conducted each month. 	<ul style="list-style-type: none"> • Identify and create the processes necessary to get work done. • Separate and combine activities into efficient workflow. • Design processes and procedures that allow managing from a distance. • Seek ways to improve processes, from small tweaks to complete reengineering. • Think about the whole system. • Focus efforts on continuous improvement; have a knack for identifying and seizing opportunities for synergy and integration.
<p>Courageous Leadership</p>	<ul style="list-style-type: none"> • Stepping up to address difficult issues, saying what needs to be said. • Act in a manner which reflects the Company's vision and values • Be a role model of optimum health and safety practices. • Assist in developing new ways of working that enhances the delivery of service. • Ensure safety and quality is part of everything we do. 	<ul style="list-style-type: none"> • Volunteer to tackle and lead tough assignments. • Tackle tough assignments with optimism and confidence. • Share sensitive messages or unpopular points of view in a motivating manner. • Face difficult issues and support others who do the



	<ul style="list-style-type: none">• Work with management to develop a culture and workplace that we can all be proud of.• Commit to a 'one way of working' philosophy.	<p>same.</p> <ul style="list-style-type: none">• Provide direct and actionable feedback.• Am willing to champion an idea or position despite dissent or political risk.• Let people know where they stand, honestly and sensitively.
--	---	--

Note: The above example measures are provided as a guide only. The precise performance measures for this position will require further discussion between the job holder and manager and may be included in performance review accountabilities.

Incumbent: _____

Date: _____