



POSITION DESCRIPTION

Role Title:	Network Assets Engineer
Reports To:	Network Assets Manager
Direct Reports:	Nil
Location:	Invercargill

POWERNET

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

Our Critical Success Factors

- Safety Always
- Customer Focus
- Continuous Improvement
- Passionate Empowered People
- Courageous Leadership

Our Values

- Up Front and Honest
- Make a Difference
- Do It Once, Do It Right
- Back Each Other
- Take Positive Action

PURPOSE OF THE NETWORK ASSETS ENGINEER ROLE

Role Purpose: Analyse and plan safe, efficient, reliable power to communities

CRITICAL SUCCESS FACTORS

- Safety first
- Customer focus
- Continuous improvement
- Competent and innovative practices
- Effective communication
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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		
<ul style="list-style-type: none"> • All PowerNet staff 	<ul style="list-style-type: none"> • Technical advice, liaison 	<ul style="list-style-type: none"> • Daily
External		
<ul style="list-style-type: none"> • Customers • Service Providers/suppliers • Contractors/Field staff • Councils 	<ul style="list-style-type: none"> • Technical Advice, persuasion • Negotiation, liaison, persuasion • Motivation, resolve conflict • Liaison, technical advice 	<ul style="list-style-type: none"> • As required • As required • As required • As required

KNOWLEDGE AND EXPERIENCE, SKILLS AND ATTRIBUTES REQUIRED

Essential Criteria

Qualifications:



- Bachelor of Engineering (Electrical)

Registration and Licences:

- Current driver's license – NZ Class 1 Licence

Experience Knowledge and Skills:

- At least seven (7) years' experience within the electricity industry working with distribution systems and equipment
- A sound technical understanding of low, medium & high voltage electrical protection systems, load flow and communications equipment, preferably with experience in asset management practices.
- Computer literate and capable of data analysis and report writing.
- Innovative to the extent of being capable of implementing new technology and improved strategies, policies and procedures.
- Well-developed interpersonal communication skills, particularly in the areas of contract management and customer relations.
- Neat and tidy drawing skills
- Good team member skills
- Innovation and problem solving skills

Attributes:

- Innovative and forward looking
- Energetic and dynamic
- Results focussed
- Excellent interpersonal skills
- Highly developed communication skills
- High levels of resilience and able to multitask
- Personal commitment to professional and career development

AUTHORITY LEVELS	ACTIVITY	CRITERIA
Financial	<ul style="list-style-type: none"> • Authority to commit routine expenditure 	<ul style="list-style-type: none"> • Within delegated authority
Contractual	<ul style="list-style-type: none"> • Limited contractual authority 	<ul style="list-style-type: none"> • Within delegated authority and with approval of Manager
Staffing	<ul style="list-style-type: none"> • No staff authority 	

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 is expected of me	I will be successful when I
Engineering Support	<ul style="list-style-type: none"> • Provide engineering support in the design and operation of substations, sub transmission, distribution and reticulation systems and associated equipment in accordance with good engineering practice, relevant statutes and regulations and company standards and policies. 	<ul style="list-style-type: none"> • Prepare and present business cases for approval. • Provide project scopes. • Review designs provided by contractors and consultants for compliance with relevant standards and PowerNet requirements.

	<ul style="list-style-type: none"> • Assist with the management of assigned projects. • Develop Network Standards • Provide support during faults on local networks 	<ul style="list-style-type: none"> • Provide technical support and design capabilities in the area of: <ul style="list-style-type: none"> ○ Network configuration, control and protection ○ Applicable regulatory requirements ○ Network operations ○ Distributed Generation • Carry out analysis of the networks, including but not limited to: <ul style="list-style-type: none"> ○ Loadflow analysis. ○ Fault and reliability studies. ○ Data analysis including Substation loadings. • Investigate new technologies and equipment applicable to PowerNet. • Prepare and review Protection schemes. • Analyse and check and designs Earthing Systems. • Prepare short and long term plans for development of the networks. • Manage assigned projects, tasks and contracts. • Evaluate new materials, products, methods in conjunction with the Contractors where appropriate and make recommendations to the Chief Engineer, where there is a benefit. • Contribute to safety by design reviews as requested. • Contribute to accident /incident investigations as requested.
<p>Asset Management</p>	<ul style="list-style-type: none"> • Analyse the electricity network assets to develop projects and strategies to ensure ‘Safe Efficient Reliable: Power to Communities’. • Develop Asset Management plans and plan in association with other PowerNet staff and contractors the annual work programme to deliver desired service levels to stakeholders. • Provide leadership in developing good asset management practices at PowerNet 	<ul style="list-style-type: none"> • Analyse network data to assess the network, highlighting problems & issues and communicate current network status. • Develop alternative solutions to remedy or mitigate network problems or issues. • Recommend preferred solutions for inclusion in the Annual Works Programme and Asset Management Plan. • Prepare short and long term plans for development of the networks.



	<ul style="list-style-type: none"> Develop and analyse Asset Management Systems for specific assets 	<ul style="list-style-type: none"> Develop standards and inspection programmes for assets for example poles, transformers etc. Identify risk and develop risk management practices associated with install operation and maintenance of assets
Reporting	<ul style="list-style-type: none"> Assist with the preparation of information for monthly and annual reporting. 	<ul style="list-style-type: none"> Provide accurate reporting in a timely and accurate manner Assist with the provision of regulated disclosure information
Other Duties	<ul style="list-style-type: none"> Undertake such other responsibilities as may be reasonably required from time to time. 	<ul style="list-style-type: none"> Take on additional duties willingly when asked. 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 	<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



	<p>appropriate hazard control measures. Engage with the public wherever possible to increase awareness of hazards.</p> <ul style="list-style-type: none"> • 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. 	
<p>Customer Focus</p>	<ul style="list-style-type: none"> • Maintaining high levels of cooperation with the public, customers and employees • 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 	<ul style="list-style-type: none"> • Gain insight into customer needs. • Identify opportunities that benefit the customer. • 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. • Work with people to establish explicit performance standards.



		<ul style="list-style-type: none"> • 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.
Continuous Improvement	<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.
Courageous Leadership	<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. • Work with management to develop a culture and workplace that we can all be proud of. • Commit to a 'one way of working' philosophy. 	<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 same. • 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: _____