Position Description

Position title:	Senior HSE Advisor (UE)
Reports to:	HSE Team Leader (UE)
Business unit:	People, Culture & Legal
Employment category:	Contract (Employment Agreement)

About United Energy

As an electricity distribution company we provide safe, reliable and affordable power to 700,000 Victorians in Melbourne's east and south eastern suburbs and the Mornington Peninsula using our network of poles, wires and infrastructure to bring power to homes and businesses across our service territory — that's more than 13,000 kilometres of wires and 200,000 poles.

But we do so much more than manage poles and wires. We're also the gateway to a clean energy future, dedicated to finding solutions and harnessing new technology to benefit our customers, communities and the environment. This includes industry leading projects in community batteries, demand management, smart charging for electric vehicles (EVs) and microgrids.

And as more customers choose solar, batteries, EVs and smart appliances — the electricity system is becoming increasingly complex, and so too is the level of innovation required to manage it. That's where you come in.

About the People, Culture & Legal team you'll be part of

People, Culture & Legal support the wider business by providing practical, value-add advice and services to the business, supporting the achievement of our strategic objectives, and ensuring that the business is embracing and living our organisational values. Key responsibilities lay in areas of health, safety and sustainability, human resources, organisational capability development, remuneration and benefits, company secretary, First Peoples and legal services.

Our core values



Purpose of the position

The Senior HSE Advisor (UE) provides senior operational HSE leadership across United Energy, translating HSE strategy and priorities into coordinated operational, transition, contractor and capability plans. The role provides technical leadership on complex and higher-risk matters, leads cross-functional improvement activities and coaches operational leaders, contractors and HSE Advisors.

Your key responsibilities

Senior Operational HSE Support

- Lead HSE planning and assurance across UE operations, including early input into significant, complex and higher-risk work to ensure emerging risks, critical controls, incident trends, assurance findings and implementation readiness are considered in operational planning and delivery, with lead HSE support for the Glen Waverley Depot.
- Strengthen critical risk and control management across UE operations by analysing incidents, assurance findings, field observations and performance information to identify systemic control weaknesses, emerging risk themes and targeted improvement opportunities.
- Provide senior oversight of serious and high-potential incidents, including leading or reviewing high-quality investigations, ensuring appropriate escalation and regulatory support, and driving timely communication of learnings and effective corrective actions.
- Coach and challenge operational leaders to strengthen risk-based decision-making, critical-control effectiveness and ownership of HSE actions, while coordinating specialist input to resolve complex or cross-functional HSE issues.
- Lead and coordinate nominated HSE committees, HSR forums and operational HSE meetings, ensuring key risks, performance, workforce concerns and improvement actions are effectively addressed, with appropriate support and participation from HSE Advisors.
- Provide technical guidance, peer review and escalation support to HSE Advisors, ensuring significant or emerging operational HSE matters are raised promptly.
- Represent the UE HSE function at nominated operational meetings and forums where required.

HSE Transition Planning & Coordination

- Lead the development, implementation and monitoring of integrated HSE transition plans covering actions, dependencies, risks, controls, milestones and decision points associated with business model changes, insourcing, mobilisation and changes to delivery arrangements.
- Facilitate cross-functional HSE transition planning, monitor implementation readiness and escalate material risks, gaps, delays or unclear accountabilities to the HSE Team Leader and relevant business leaders.
- Verify that new or changed operating arrangements have appropriate HSE governance, competent resources, procedures, controls, assurance and reporting arrangements before implementation, and review whether these arrangements are embedded and effective after implementation.
- Provide senior HSE advice on transition and change-related risks, ensuring critical HSE risks, controls and potential unintended consequences are identified and addressed throughout planning and implementation.

Contractor HSE Governance & Performance

- Lead UE contractor HSE governance and performance oversight, including performance meetings, risk reviews, significant incidents, investigations, corrective actions, recurring trends and escalation of material issues to the HSE Team Leader and operational leaders.
- Support contractor prequalification, mobilisation, onboarding and transition by ensuring UE HSE requirements are understood and incorporated into contractor plans and delivery arrangements.
- Lead the HSE response to significant or systemic contractor performance issues, including targeted improvement plans, while reinforcing that contractors and UE operational leaders retain accountability for managing HSE risks and performance.
  Coach HSE Advisors and contract owners in the consistent interpretation and application of UE contractor HSE requirements.

HSE Capability Uplift

- Identify HSE capability needs across UE Operations, the HSE team and key contractor interfaces, and develop targeted coaching, learning and practical tools addressing transition risks, incidents, assurance findings and operational trends.
- Partner with operational leaders and organisational capability functions to embed HSE expectations into leadership and frontline development and evaluate whether capability initiatives are applied and producing the intended improvement.

What you'll bring to the business

Education/qualifications

- Diploma or higher qualification in Occupational Health and Safety, Environmental Management or a related discipline, with a Bachelor-level qualification (desirable).
- Formal incident investigation qualification using ICAM or an equivalent recognised investigation methodology.
- Formal auditor qualification, preferably ISO 45001 and/or ISO 14001 Lead Auditor or equivalent.
- Demonstrated continuing professional development in contemporary HSE practice, risk management, and regulatory requirements, with relevant operational competency or awareness training (e.g., electricity distribution, construction, confined spaces, and working at heights) (desirable).

Knowledge

- Advanced working knowledge of Victorian OHS and environmental legislation, codes and relevant standards, including the ability to interpret requirements within an electricity distribution environment.
- Strong knowledge of HSE management systems, risk management, critical controls and assurance, including identification of systemic control weaknesses.
- Demonstrated continuing professional development in contemporary HSE practice, risk management, and regulatory requirements, with relevant operational competency or awareness

training (e.g., electricity distribution, construction, confined spaces, and working at heights) (desirable).
- Sound understanding of significant incident investigation, operational risk governance and the application of corrective actions and organisational learning.
- Sound knowledge of contractor HSE governance and performance management, including mobilisation, assurance, performance review, incident oversight and improvement planning.
- Sound knowledge of HSE risk management associated with organisational change, insourcing, mobilisation and operational transition, with the ability to interpret complex risk and performance information and translate it into practical advice for operational and senior leaders.

Experience

- Significant HSE experience within electricity distribution, utilities, infrastructure or another high-risk operational environment, with electricity distribution experience (desirable).
- Demonstrated experience providing senior HSE advice on complex operational, technical and systemic risk matters.
- Experience leading or providing senior oversight of significant investigations, risk-based assurance activities and significant corrective actions.
- Experience in interacting with regulators such as WorkSafe Victoria and the Victorian Environmental Protection Authority in relation to operational matters, workplace issues, and formal investigations.
- Demonstrated experience in contractor HSE governance and performance management, including incident oversight, assurance, improvement planning and escalation of significant issues.
- Demonstrated experience supporting organisational change, mobilisation, insourcing or operational transition, together with the ability to influence operational leaders, coach HSE professionals and independently coordinate multiple complex HSE priorities.

The skills and competencies you'll have

'Thought' competencies

1. Balances stakeholders: Anticipating and balancing the needs of multiple stakeholders
2. Decision Quality: Considers various points and uses good judgement to make decisions and recommendations, knowing when to act or escalate
3. Manages complexity: Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems

'Result' competencies

1. Action oriented: Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm
2. Optimises work processes: Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement
3. Ensures accountability: Holding self and others accountable to meet commitments

'People' competencies

1. Collaborates: Building partnerships and working collaboratively with others to meet shared objectives
2. Persuades: Using compelling arguments to gain the support and commitment of others

3. Manages conflict: Handling conflict situations effectively, with a minimum of noise

‘Self’ competencies

1. Manages ambiguity: Operating effectively, even when things are not certain or the way forward is not clear
2. Being resilient: Rebounding from setbacks and adversity when facing difficult situations
3. Situational adaptability: Adapting approach and demeanour in real time to match the shifting demands of different situations

Other relevant information

Key Stakeholders:

Internal:

- HSE Team Leader & HSE Advisors
- Operations & Depot Leaders
- Environment & other HSS specialist functions (e.g. Works Practices)
- Project & Transition leads

External:

- Contractors and contractor HSE leaders.
- Suppliers.
- Unions.
- Regulators and industry stakeholders, as required.

Other details:

- Current drivers licence required to travel across UE depots, project sites and field work to support operational, contractor and assurance activities.