

Position Description

Position title:	Senior Electrical Plant Maintenance Engineer
Reports to:	Electrical Plant Maintenance Engineering Lead
Business unit:	Network Services
Employment category:	Award (Pay Point 22-26) / Contract

About CitiPower and Powercor

As electricity distribution companies we provide safe, reliable and affordable power to 1.9 million Victorian customers. We use our network of poles, wires and infrastructure to bring power to homes and businesses across almost 65% of Victoria — that's more than 120,000 kilometres of wires and 850,000 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.

About the Network Services team you'll be part of

Network Services is a 24x7 operation, constructing and maintaining electrical infrastructure and responding to faults and emergencies throughout the CitiPower and Powercor electricity distribution networks. The team is responsible for design, project management, workforce management, field construction and supply chain and logistics management. Functional teams include network control and operations, major projects, maintenance, field services, design and customer programs and works delivery management.

Our core values



Live safely



Improve our business



Be customer and community minded



Be the best you can be



Succeed together

Purpose of the position

The role co-ordinates the delivery of the electrical plant maintenance works program within PAL and CP zone and distribution substations, including electrical plant on the distribution network, to enable the effective delivery of plant maintenance activities in compliance with Electricity Networks policies and strategies.

A key requirement is to provide high level engineering analysis of all plant maintenance, diagnostic and condition assessment data and provide technical support and guidance to work groups during system fault investigations, plant breakdowns and maintenance projects for delivery of high quality and specialist plant maintenance services.

This role manages network risks associated with defect and routine maintenance by evaluating, prioritising and mitigating to meet business requirements.

This position is a key member of the Electrical Plant Maintenance team and is expected to lead and add value to process improvement and innovative maintenance methodologies.

The responsibilities of this role also extend to supporting Transmission Operations Australia.

The incumbent will be required to provide mentoring to other team members.

Your key responsibilities

Maintenance Works Programs

- Implement relevant policies and procedures relating to distribution, sub-transmission and transmission assets
- Develop, review and audit plant maintenance program deliverables to ensure high quality and safe maintenance services
- Provide high level specialist engineering support and effective recommendations to the Works Program Delivery team, field resources, EN and other key stakeholders during plant maintenance works, system faults or defect investigations
- Evaluate, scope and project manage OPEX and plant failure rectification works to required quality, OH&S and environmental standards and ensuring customer and commercial needs are met.
- Manage risk associated with routine and defect maintenance programs and prioritise, risk assess and mitigate in accordance with business priorities.
- Manage contract processes associated with maintenance activities.

Asset Utilisation

- Produce incident and plant failure reports, including effective recommendations as required
- Main point of contact for EP&T and EN resources on maintenance delivery and asset strategy matters
- Research and implement new efficient and cost-effective maintenance practices and methodologies to compliment CP/PAL policies and Standards
- Proactively provide specialist technical feedback to asset and strategy engineers around plant condition and maintenance to contribute towards the development of effective Asset Management strategies

Stakeholder Management & Communication

- Provide technical support to; and liaise with key stakeholders to modify, update or risk assess delivery outcomes

- Drive and coordinate the relevant stakeholder network to review, improve and ensure maintenance delivery. Negotiate as required to improve processes, systems or delivery related outcomes (eg, target date prioritisation in accordance with the risk)
- Manage the deployment of new work instructions, tools or equipment to field resources ensuring they can confidently complete maintenance independently
- Proactively develop and implement strategies to improve team or individual performance. Implement continuous improvement strategies.
- Lead the reporting to highlight risks in program delivery, priority network defects, out of policy maintenance and subsequent recovery measures and resolution

Information Management

- Analyse data and provide feedback to Asset Management, including improvement opportunities, etc.
- Lead and oversee data management for all related systems to ensure accurate and auditable records are maintained
- Undertake audits as required, e.g. field quality, Plant Maintenance process adherence, SAP data closeouts, etc. and drive improvements
- Develop, review and promulgate maintenance instructions for new and existing plant and equipment
Utilise SAP and other systems

Innovation

- Take a leadership role in the identification, development and implementation of initiatives to improve the effectiveness and efficiency of work processes, practices, systems, tools and reporting
- Provide expert plant engineering support to peers and stakeholders for efficient analysis and modification of work practices relating to electrical plant maintenance, testing and commissioning of assets
- Research and implement new efficient and cost-effective maintenance practices, condition monitoring and diagnostic methods to compliment CP/PAL plant maintenance policies

What you'll bring to the business

Education / Qualifications:

- Electrical Engineering Bachelor's Degree with experience especially relating to electric power system

Note: It is mandatory that the incumbent of this role has the required qualifications and experience to be eligible for registration as a professional engineer under the Professional Engineers Registration Act 2019.

Knowledge:

- Detailed theoretical and practical knowledge of the electricity distribution networks assets and related maintenance practices and diagnostic methodologies
- Detailed knowledge of analytical problem-solving techniques
- Strong understanding of risk management principles and implementation.
- Detailed industry and organisational knowledge and subsequent risks and mitigation
- Demonstrated knowledge and research ability to develop and improve practices, condition-based maintenance and diagnostic techniques
- Detailed knowledge of SAP & Standard IT software as applicable to Plant Maintenance
- Detailed knowledge and ability to apply contract/project management principles and continuous improvement programs
- Detailed knowledge of budget preparation and forecasting techniques

Experience:

- A minimum 8 years plant maintenance experience in a Distribution Service Provider business, including experience in testing and construction of zone substation and distribution plant, regulators and ACR's; or related experience
- Demonstrated ability to apply program and project management principles in an electrical sub-transmission and distribution environment
- A demonstrated ability to solve technical problems hands-on with innovative methods and technology
- Detailed knowledge and understanding of Powercor/CitiPower policies and procedures as related to the maintenance of zone substations and distribution assets
- Detailed knowledge of industry and business risks and effective management
- Working knowledge of SAP relating to plant maintenance management, finance and reporting systems

The skills and competencies you'll have

'Thought' competencies

1. Financial/commercial acumen: Applying financial thinking, commercial rigour and discipline to all business decisions and customer relationships to identify ways of maximising and protecting our business value
2. Manages complexity: Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems
3. Decision Quality: Considers various points and uses good judgement to make decisions and recommendations, knowing when to act or escalate

'Result' competencies

1. Ensures accountability: Holding self and others accountable to meet commitments
2. Action oriented: Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm
3. Being resilient: Rebounding from setbacks and adversity when facing difficult situations

'People' competencies

1. Communicates effectively: Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences
2. Collaborates: Building partnerships and working collaboratively with others to meet shared objectives
3. Drives engagement: Creating a climate where people are motivated to do their best to help the organisation achieve its objectives

'Self' competencies

1. Situational adaptability: Adapting approach and demeanour in real time to match the shifting demands of different situations
2. Courage: Stepping up to address difficult issues, saying what needs to be said
3. Being resilient: Rebounding from setbacks and adversity when facing difficult situations

Other relevant information

- Availability duty will be required
- Travel to other work locations / sites may be required
- Direct reports - FTE direct reports: 0 Contractor direct reports: 0
- Budget: OPEX 0, CAPEX 0