

Position Description

Position title:	Team Leader – Project Development & Distribution Design
Reports to:	[Manager position title]
Business unit:	Network Services
Employment category:	Contract (Employment Agreement) / Enterprise Agreement Paypoint 22-26

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 Team Leader Project Development & Distribution Design is responsible for the management and delivery of high quality, efficient and cost effective design and project engineering services to support the delivery of projects for internal and external clients through proactive design management of complex multi-disciplinary projects as well as provision of distribution design services for major projects across the business.

The role will also provide a wide variety of project engineering services to CitiPower, Powercor and Beon Energy Solutions including commissioning support, site support and procurement support.

As part of a broader team, this role is responsible for the delivery of timely, cost effective and quality design related services as well as driving program savings through innovative design, implementation of improved design standards and improving design throughout the broader design group.

Your key responsibilities

Team Leadership

- Enable and encourage others to participate in decision making whilst considering broader business agenda and objectives
- Contribute to and implement approved plans that ensure overall capabilities of the team to enable delivery of assigned project activities/services as required
- Contribute to and implement approved plans that build team morale, employee engagement and generate commitment to and understanding of company vision and strategy
- Contribute to and implement approved plans that result in a positive commercial and customer centric culture
- Manage team performance to ensure quality output, and update business system reports
- Manage resources and forecast team workload to ensure tasks are efficiently and accurately distributed amongst the team.

Engineering Management Leadership

- Oversee the scoping, planning and delivery activities for the program of works, with a focus on driving efficient engineering solutions across the program
- Provide project oversight and sponsorship as required, advocating with key internal stakeholders to ensure on time completion to end users requirements.
- Ensuring design outcomes meet scope and quality levels are maintained through the project lifecycle.
- Uplift distribution design integration into major (and larger) projects and improve timeliness, cost and quality. With a view to increasing quality and suitability of output.
- Liaise between design, construction and commissioning teams during project lifecycle.
- Manage conflict and engage complex/difficult discussions to achieve project outcomes
- Maintain and manage internal and external resourcing to meet engineering deliverable needs.
- Deliver on time and on budget for all associated project and program responsibilities
- Report on progress status, maintain program and tracking to milestone dates. Utilise progress reporting data to maintain design standard estimates and feed into PIR processes.

Contractor Management

- Manage external design contractors who are providing delivery and design services to ensure cost effective, timely and high-quality services

Innovation and Continuous Improvement

- Develop and implement new and innovative ways to meet business needs by applying technical expertise and industry experience
- Drive delivery of project value and improvement across Network Services through the improvement steering committee with a focus on engineering innovation
- Provide input into the development of asset management strategies, standards, work practices and other technical documents as required
- Learn from previous project/activities and apply learnings to future projects, develop standard estimate benchmarking across design, to drive improvements in design efficiency
- Successfully develop and embed suitable capabilities, processes and process improvements that meet the agility needed for the business to be competitive
- Contribute to a culture that is focused on workplace continuous improvement through identifying and supporting improvement initiatives and opportunities

Process and System Development

- Actively support and implement continuous improvement in business and design processes.
- Undertakes audits of a variety of projects in the Design and Project Delivery team.
- Drive and review end to end PIRs for large projects across Network Services

What you'll bring to the business

Education / Qualifications:

- Tertiary qualification in an Engineering, Technical or Management discipline
- Project Management or Engineering Management Qualification (Desirable)

Knowledge:

- Detailed knowledge of the electrical distribution network, particularly design and compliance with relevant customer and Australian Standards
- Strong interpersonal skills, including the ability to work across the organisation and interact / influence / negotiate effectively at all levels of management and with peers
- Knowledge and understanding of regulatory compliance issues, Occupational Health Safety Act and distribution standards and codes
- Strong understanding of best practice in innovation and value improvement

Experience:

- Previous experience in leading complex engineering teams
- Previous experience in driving value improvement and innovation
- Proven ability to manage and align expectations of staff, customers and internal stakeholders.
- Previous Value engineering facilitation and reporting experience (desired).
- Previous experience in managing and reporting on complex project portfolios
- Proven ability to apply project management principles, preferably in an electrical transmission and/or infrastructure environment.

The skills and competencies you'll have

'Thought' competencies

1. Cultivates innovation: Creating new and better ways for the organisation to be successful
2. Customer focus: Building strong customer relationships and delivering customer-centric solutions

'Result' competencies

1. Ensures accountability: Holding self and others accountable to meet commitments
2. Resourcefulness: Securing and deploying resources effectively and efficiently

'People' competencies

1. Builds effective teams: Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals
2. Manages conflict: Handling conflict situations effectively, with a minimum of noise
3. Drives vision and purpose: Painting a compelling picture of the vision and strategy that motivates others to action

'Self' competencies

1. Courage: Stepping up to address difficult issues, saying what needs to be said
2. Instils trust: Gaining the confidence and trust of others through honesty, integrity, and authenticity
3. Manages ambiguity: Operating effectively, even when things are not certain or the way forward is not clear

'Leadership' competencies

1. Manage self: Willing and able to assess and apply own skills, abilities and experience. Being aware of own behaviour and how it impacts on others.
2. Take the lead: Taking the lead and pushing for performance. Take charge, declaring, decisive. Push, hold people accountable.
3. Enable others: Creates conditions for others to lead and contribute. Empowers others. Listens, open to influence. Supports, treats people well.
4. Strategic focus: Position your team for the future. Set direction, drive improvements and growth, embrace innovation.
5. Execution and results: Position your team for the future. Set direction, drive improvements and growth

Other relevant information

- A pre-employment medical / physical assessment may be required
- Availability duty will be required
- Travel to other work locations / sites may be required
- Direct reports - FTE direct reports: 12
- Budget: OPEX 0, CAPEX 0