

Position Description

Position title:	Senior Distribution Design Engineer
Reports to:	Team Leader Urban Design
Business unit:	Network Services
Employment category:	Contract (Employment Agreement) / Enterprise Agreement (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

This role is responsible for the provision of engineering expertise and technical leadership of distribution design group as well as being an integral member of the broader engineering and project delivery group.

The position is responsible for the provision of engineering expertise, design, estimating and design management of distribution overhead/underground and substation projects.

Furthermore, this position is responsible for the implementation of appropriate policies, procedures, technical standards, and assistance with business development.

This role is fundamental to the retention and development of design within the distribution design and customer programs group. The role is expected to mentor and support designers as they acquire skills through formal or on job training, as well as providing technical guidance, advice, and support to Design Engineers and Technical Design Officers on design matters.

This role is responsible for the delivery of timely, cost effective and quality design related services through innovation, good design practice and a professional attitude towards delivering excellent customer service.

Your key responsibilities

Provide engineering and design services for distribution projects

- Lead the engineering design, verification, and technical assurance of overhead/underground or distribution substation projects, ensuring compliance with regulatory, safety (OH&S), network (relevant technical manuals), and customer requirements (Least cost technically acceptable).
- Develop and maintain engineering standards, policies, technical specifications, and asset lifecycle strategies to support safe, reliable, and sustainable network performance.
- Provide specialist technical leadership and governance, including design certification, technical evaluations, stakeholder engagement, and approval of engineering deliverables (standard and non-standard works).
- Drive efficient project outcomes through robust planning, cost estimation, construction support, internal & external stakeholder management, and continuous improvement initiatives.

Design management

- Provide effective design management to deliver projects of varying complexities within agreed time frames, quality and cost constraints.
- Manage internal and external stakeholders effectively by ensuring appropriate and regular communication on project progress.
- Preparing cost and resource estimates for the design component of electrical distribution projects in a timely manner and in accordance with Network Services established procedures.

Innovation & continuous improvement

- Pro-actively pursue innovation in relation to products, services, practices, and procedures. Effectively implement innovation through gaining ownership from stakeholders and through effectively managing any resultant change.
- Review and improve design technical standards and design process across the Design and Customer Programs group.
- Highly proficient in risk management and generates cost savings through innovation
- Learns quickly when facing new situations and communicates unsuccessful and successful activities/projects to others for future projects

- Through understanding the market, customers, and competitors, develop ideas and initiatives to enhance the capabilities of the design team and the company's competitive position

Mentoring and development

- Defines complex issues with ambiguous information, provide technical expertise and mentoring to design personnel and stimulates critical thinking to solve complex problems
- Leading both individual & collective development opportunities for the team.
- Develop technical based policies and procedures relating to design, and implement change as required.
- Identifies opportunities and provides direction & support regarding the technical development of the Design and Customer Programs group
- Synthesizes various considerations to makes tough decisions, striking a balance with trade-offs and pushing for better solutions to move forward
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IT systems knowledge

- Maintain and develop a high level of knowledge relating to GIS, Line design, AutoCAD/Revit applications and/or other design and asset recording drafting systems to meet the job requirements.

What you'll bring to the business

Education / Qualifications:

- Bachelor of Engineering (Electrical)
- Professional engineer who is registered with the Business Licensing Authority (BLA)
- Chartered Engineer (CPEng) or National Engineering Registration (NER)
- Registered Professional Engineer of Victoria (RPEV)

Knowledge:

- Extensive knowledge and experience in distribution overhead, underground, substation design and optic fibre design to deliver solutions to complex problems or large projects applying engineering principles to create better outcomes that meet Network Services, its clients, and applicable statutory and regulatory requirements.
- Extensive Knowledge of GIS, AutoCAD/Revit design (or equivalent), electrical networks, operation, and construction plan.
- Expert design and compliance knowledge of distribution substations in the electrical distribution networks in accordance with customer and Australian Standards.
- Detailed knowledge and understanding of regulatory requirements, OH&S Act, 'Safety in Design' guidelines, standards and codes.
- Expert knowledge of the design process, and the design activities undertaken within distribution design.
- Excellent communication and mentoring skills.
- Strong understanding of best practice in innovation and value improvement for the adoption of new technologies
- Technical lead in a project delivery environment.

Experience:

- 8+ years of relevant experience in distribution design projects (OH/UG or SUBS) with a minimum of 2 years as a technical leader

- Advanced experience in using AutoCad/Revit
- Demonstrated experience in customer and stakeholder negotiation.
- Demonstrated technical leadership skills.
- Proven experience in mentoring others.
- Value Engineering facilitation and reporting.
- Creation and the implementation of design standards
- Initiating and adoption of new technologies

The skills and competencies you'll have

'Thought' competencies

1. Manages complexity: Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems
2. Cultivates innovation: Creating new and better ways for the organisation to be successful
3. Tech savvy: Anticipating and adopting innovations in business-building digital and technology solutions

'Result' competencies

1. Plans and aligns: Planning and prioritising work to meet commitments aligned with organisational goals
2. Ensures accountability: Holding self and others accountable to meet commitments
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. Self-development: Actively seeking new ways to grow and be challenged using both formal and informal development channels
2. Instils trust: Gaining the confidence and trust of others through honesty, integrity, and authenticity
3. Situational adaptability: Adapting approach and demeanour in real time to match the shifting demands of different situations

'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