



Position Description

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Position title:	Senior Commissioning Engineer
Reports to:	Principal Project Engineer and Commissioning Lead
Business unit:	Network Services
Employment category:	[Contract (Employment Agreement) / Enterprise Agreement and pay point]

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 primarily responsible for the provision of testing and commissioning engineering expertise and leadership, as well as scoping/design support, and estimation regarding commissioning projects.

The position is also responsible for the technical development and leadership of the Commissioning team (including field testing technicians), and implementation of appropriate policies and procedures relating to commissioning of distribution, sub-transmission, and transmission assets.

The performance of this role contributes to the successful completion of projects to meet specific target dates, and the achievement of positive financial results for Network Services.

Your key responsibilities

Commissioning

- Review scope and design to evaluate constructability, value and efficiencies, and utilise approved documentation and drawings to test and validate primary equipment and secondary systems
- Provide specialist testing and commissioning technical support/training for delivery personnel, including Testers, Technicians and Power System Electricians
- Prepare or approve commissioning methodology, management plans, FAT/SAT plans and reports, test results (ITP/ITR), commissioning plans, and contingency plans.
- Develop and improve testing procedures, identifying new opportunities, including new technology and products.
- Take ownership and liaise with internal and external stakeholders to develop effective and efficient overall project delivery.
- Monitor, review, and approve engineering solutions in accordance with industry standards and business processes.

Project Management

- Manage and lead the delivery of testing and commissioning activities, including directing internal and sub-contracting resources.
- Report on testing and commissioning project performance including actions to ensure objectives and targets are achieved.
- Prepare project estimates and provide subject matter expertise to all stakeholders, including customers.
- Develop, control, and approve commissioning plans for projects, including risk and contingency management, outage coordination, and staged project delivery sequences.
- Implement safe working cultures at all levels and ensure all health, safety and environmental policies, procedures and practices are adhered to.
- Assist Project Managers, Estimators, Design Engineers, and construction teams in achieving the goals of the business.

Technical Mentoring and Development

- Defines complex issues with ambiguous information, provide technical expertise and mentoring to commissioning and construction personnel, and stimulates critical thinking to solve complex problems.
- Synthesizes various considerations to make tough decisions, striking a balance with trade-offs and pushing for better solutions to move forward.

- Ability to develop technical based policies and procedures relating to commissioning, and implement change as required.
- Assess Network Services capabilities and identify opportunities, as well as actively engaging with the engineering and project deliver leadership teams to develop a collaborative and agile mindset and support peers.

Innovation & Continuous Improvement

- Assist, develop and implement new technologies and innovative practices and standards to meet business needs by applying technical expertise and experience
- 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 Commissioning team and the company's competitive position

What you'll bring to the business

Education / Qualifications:

- Bachelor of Engineering (Electrical)
- Registered Professional Engineer of Victoria (RPEV)
- Advanced Diploma ESI – Power Systems (advantageous)

Knowledge:

- Advanced knowledge of distribution and transmission networks (specifically the NEM).
- Advanced knowledge in power systems protection principles and applications.
- Understanding of IEC-61850 operating and commissioning principles
- Advanced knowledge in commissioning fundamentals and philosophy.
- Advanced knowledge in test techniques for both protection and control apparatus, and for high-voltage apparatus - such as power transformers, switchgear, reactive plant, and instruct transformers.
- Proficient with common relay vendor software (SEL, Siemens, GE, ABB, etc.)
- Proficient with common primary & secondary test apparatus (Omicron, Doble, Vanguard, etc.)
- Microsoft Office (Advanced)

Experience:

- Minimum of 10 years' industry experience in testing and commissioning primary and secondary protection and control apparatus
- Minimum 2 years leading the commissioning of projects in a transmission and distribution environment.
- Demonstrated commissioning management experience leading the delivery on complex commissioning projects in an electrical distribution, sub-transmission, and transmission environment.
- Demonstrated leading/coordinating major apparatus factory and site acceptance testing (FAT/SAT).
- Extensive experience performing testing activities on a range of primary high voltage apparatus.
- Extensive experience testing/commissioning protection schemes and any associated communication schemes (SCADA, IEC-61850).

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. Balances stakeholders: Anticipating and balancing the needs of multiple stakeholders
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. Plans and aligns: Planning and prioritising work to meet commitments aligned with organisational goals
3. Directs work: Providing direction, delegating, and removing obstacles to get work done

'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. Organisational savvy: Manoeuvring comfortably through complex policy, process, and people-related organisational dynamics

'Self' competencies

1. Nimble learning: Actively learning through experimentation when tackling new problems, using both successes and failures as learning fodder
2. Being resilient: Rebounding from setbacks and adversity when facing difficult situations
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 may be required
- Travel to other work locations / sites will be required
- Direct reports - FTE direct reports: 0 Contractor direct reports: 0
- Budget: OPEX \$0, CAPEX \$0