

Ready to challenge yourself?

At Hydro Tasmania, we're leaders in renewable energy, powering Australia with clean hydropower. We really care about making a difference for the better, but it's a big job, and we can't do it alone. Which is where you come in.

A career with us will support you to be the best you can be with open working relationships, genuine opportunity to try things your way, and unwavering commitment to excellence.

Together we'll make a difference.

Position Description: **Hydrographer**

Role overview

- **Position classification:**
- **Number of direct reports:** NIL
- **Delegation Level:** DL7 < 1k
- **Team, business area:** Statewide Maintenance, Assets & Infrastructure
- **Immediate manager:** Remote Monitoring Supervisor
- **Manager-one-removed:** Statewide Maintenance Manager

Role purpose

The Hydrographer is responsible for the provision of timely and accurate Hydrometric data collection for business critical decision making, regulatory compliance , asset management, and flood forecasting, for our customers and the community.

Driving the development of our junior staff through mentoring and role modelling the business values.

This position will contribute to reliable delivery of projects to internal customers, as well as maintaining hydrographic standards.

Position Description: **Hydrographer**

Role accountabilities

Strategy Execution (customer, community and stakeholders)

- Identify opportunities to increase data collection efficiencies whilst keeping the customer and stakeholder needs in mind. E.g. Timeliness & quality of sensors across the state
- Promote the work of the remote monitoring team to seek opportunities to add value to other data users

Financial (budget expenditure, revenue, profit targets, etc)

- Review estimates for value, monitor selected project's financial progress, assist in the development of capital projects.
- Plan, organise, and supervise contractors, monitoring their scope of works to assist in successful project delivery
- Support the remote monitoring stores system
- Contributing to projects being delivered to appropriate quality, time and budgetary standards

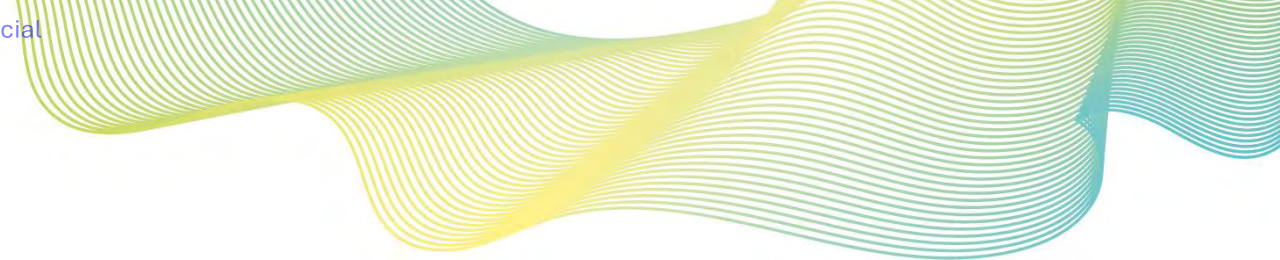
Leadership and Organisation

- Develop and promote the use of work instructions and contribute to their continual improvement
- Identifies new areas and opportunities and works with internal stakeholders to translate this into delivered value.
- Role model appropriate safety behaviour, ensuring that all work is carried out in accordance with WHS policies and procedures.
- Support and mentor junior team members.

Technical

- Provide specialist knowledge in Hydrography for the;
 - Installation, operation, and maintenance of all remote monitoring equipment and sites
 - Interpretation of data that is collected and proactively identify faults or potential discrepancies
- Provide testing and application of knowledge and expertise across a range of reliability and asset management activities including:
 - Delivery of Testing and Commissioning services of hydrographic equipment, with a high regard for safety and operational requirements
 - Conducting routine, diagnostic and acceptance testing of monitoring equipment
 - Performing high-level fault finding, diagnostics and testing of equipment
 - Assessment and evaluation of test data, including technical report writing

Position Description: **Hydrographer**



Candidate attributes

Technical skills and qualifications

- Diploma in Hydrography (Or Equivalent)
- Coxswain

Experience

- 5 years Hydrographic experience

Capabilities

- Can work at a high level to conduct routine Hydrometric tasks and maintenance
- Supporting and providing technical input with a goal of standardising monitoring instrumentation, sensors, and communication methods across all sections of Assets & Infrastructure
- Experience in supervising contractors
- The ability to supervise and coordinate staff. A desire to instruct, guide and mentor less experienced staff and to make decisions on operational performance. Demonstrated ability to manage workflows whilst fostering a consultative team environment. Well developed skills in organising work schedules, the human and physical resources of projects.
- Take responsibility for own work priorities and effectively manage workloads to meet changing priorities

Change mindset

- You identify and implement opportunities for continuous improvement/Lean initiatives within your team and across the business.
- You champion change where needed and inspire others to do the same.
- You display resilience and persistence to achieve positive change outcomes.

Growth mindset

- You see challenges and failures as opportunities.
- You actively seek and learn from feedback.
- You have a mindset of development, determination and opportunity.

Behavioural competencies

- See the Behavioural Competency Framework on the following page.

Position Description: **Position Title**

Behavioural Competency Framework

Competency	Description	All of us
Innovation & Continuous Improvement	Looks for new and better ways of doing things. Adapts to change to promote growth and improvement.	• Continually looks for opportunities for Lean improvements • Follows ideas through to action, reflects and always seeks to do better • Demonstrates diverse thinking and embraces change • Encourages peers to do the same
Collaboration	Breaks down silos, works across boundaries and builds relationships to achieve outstanding results to be proud of.	• Actively looks for opportunities to share knowledge and utilise strengths • Works co-operatively to achieve shared objectives • Recognises others for their contributions and accomplishments • Gains and demonstrates trust and support for others through actions
Builds effective working relationships	Embraces and encourages an environment of respect and trust.	• Supports equal and fair treatment for all • Is seen as a team player and finds common ground in a respectful way • Seeks and provides feedback to improve working relationships
Accountability	Stands up and takes ownership for achieving results. Sets high standards for self and others.	• Follows through on commitments and encourages others do the same • Takes personal responsibility for own timely and quality activities • Designs feedback into the ways of work to support 'growth mindset' • Provides exceptional service to stakeholders and customers
Judgement	Identifies and acts on issues and develops quality solution, setting high standards of decision making.	• Always role models our values • Demonstrates rigor to make effective and quality decisions • Stands up and acts when issues arise with a sound and level-headed approach. • Keeps informed of activities and evolutions in the broader business

Organisational Values: Our Way



All about our customers

Creating a brighter future for our customers is at the heart of every decision we make. We take time to listen, learn and adapt to deliver innovative product solutions impact solutions that genuinely meet their needs.



Keep each other safe

We've got each other's backs. We care for the well-being of our colleagues and communities and we courageously speak up when things aren't right.



Do the right thing

It's up to all of us to leave a positive legacy for this world. We do the right thing by each other, our communities and our planet by acting with integrity and honesty in all that we do.



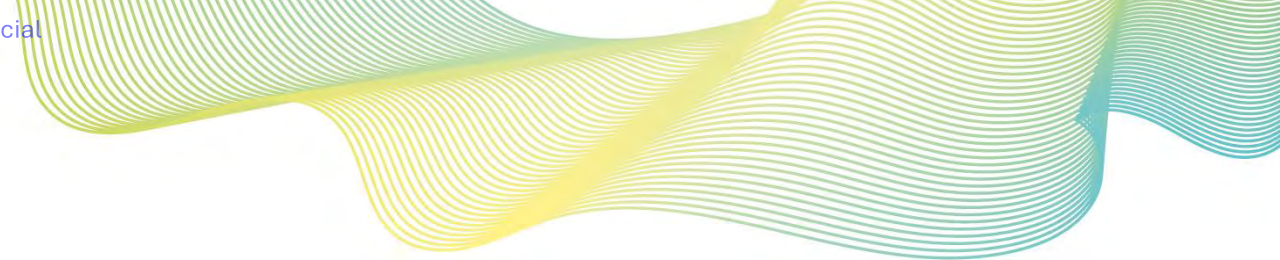
Better together

We create meaningful opportunities when we work together to unlock the power of our diverse talents. We can do great things when we listen and learn from each other's perspectives.



Find a way

We're up for solving even the toughest challenges. We collaborate, innovate and persevere until the job is done. And then we get up and do it again.



Organisational Requirements

Health, safety and security

Fosters and adheres to a culture that enables self and others' safety to make good choices at the forefront of all actions. Contributes to our ability to deliver our services by demonstrating an understanding of cyber security standards and applying them to relevant activities in the workplace.

Compliance and standards

Ensures compliance through actively engaging with stakeholders and maintains awareness of relevant legislation, laws, regulations, standards, codes and Hydro Group policies and procedures. Influences continuous improvement and positive outcomes so they are viewed as adding value.

Diversity and inclusion

Hydro Tasmania group supports applications from all members of our community and equitable access to our employment opportunities. We are open to discussing workplace flexibility in all our vacancies, to ensure we can attract the best candidates and accommodate individual needs, differences, disabilities and working arrangements, even in ways we have not thought of. Our merit based recruitment practices are founded on building diversity by fostering an inclusive, flexible and equitable workplace.