

**Title:** Graduate Network Engineer  
**Reporting to:** Network Manager  
**Direct Reports:** N/A

## PURPOSE OF POSITION

The Graduate Network Engineer reports to the Network Manager and is a member of the Network team of MainPower New Zealand Limited (the Company).

The Graduate Network Engineer will focus on working through MainPower's graduate engineer programme developing a good understanding of MainPower's systems and processes, the wider electricity industry, and the North Canterbury region. They will support asset management and network development activities at MainPower and contribute to continuous improvement in these areas through new and innovative ideas. This role will also focus on better understanding the impact of emerging technologies and a low carbon economy on MainPower's network.

The Graduate Network Engineer will contribute to best practice network development and asset management plans aligned with MainPower's strategy, through understanding customer's network reliability and resiliency requirements, changes driven from network and customer innovations, emerging technologies, operational requirements, and safety outcomes.

## POSITION VALUES

The Graduate Network Engineer will commit to MainPower's safety-first priority by ensuring network development and asset management plans are fit for purpose and ensure safe outcomes for our employees, contractors, and our community.

The Graduate Network Engineer will foster a high-performance culture within MainPower by engaging with employees on MainPower's vision and values and by improving the way we do things to enhance customer service.

The Graduate Network Engineer will maintain a high level of professionalism and integrity and will display a positive attitude and team focus. They will ensure the values of the Company are upheld at all times.

## KEY RELATIONSHIPS – INTERNAL AND EXTERNAL

- Network Manager
- General Manager – Network
- Network Assets Team (Asset Management)
- Network Development and Planning
- Network Operations and Control Centre Team
- Service Delivery and Field Services Teams
- Engineering and Design Team
- MainPower’s Consumers and Stakeholders
- External Contractors, Consultants and Equipment Suppliers

## PRINCIPAL ACCOUNTABILITIES

ACCOUNTABILITIES	RESPONSIBILITIES AND PERFORMANCE MEASURE
<p><b>Electricity Network and Industry Knowledge and Understanding</b></p>	<ul style="list-style-type: none"> <li>• Develop good understanding of MainPower’s region, network configuration, assets, work programme and systems.</li> <li>• Develop a good understanding of the wider electricity industry, electricity distribution businesses, regulations, and drivers.</li> <li>• Understand and support MainPower’s network development and asset management strategies.</li> </ul>
<p><b>Graduate Programme</b></p>	<ul style="list-style-type: none"> <li>• Refer to MainPower’s graduate engineer programme documentation.</li> </ul>
<p><b>Health and Safety Support</b> Provide support to the Network team to contribute towards a culture of health and safety.</p>	<ul style="list-style-type: none"> <li>• Ensure ‘safety by design’ is considered and integrated in all network development and asset management activities.</li> <li>• Positively contribute to MainPower’s health and safety culture through active support and adherence to internal policies and procedures.</li> <li>• Ensure ‘safety by design’ practices are applied to all stages of work.</li> <li>• Act as a role model for health and safety practices and policies.</li> </ul>
<p><b>Audit, Risk and Compliance Management</b> Identification, assessment, monitoring and management of risks, using the Risk Management Framework.</p>	<ul style="list-style-type: none"> <li>• Ensure MainPower’s risk framework is incorporated into the network development and asset management activities.</li> <li>• Attend industry best practice courses and events to help ensure that MainPower’s systems, policies and procedures are current and world class.</li> <li>• Research, understand and apply relevant industry standards and procedures relating to network development and asset management.</li> </ul>
<p><b>Team Participation</b> Contribute to and work with the Network team and wider Company, to deliver a constructive workplace culture</p>	<ul style="list-style-type: none"> <li>• Ensure the Network Manager is made aware of issues and kept informed of department activities.</li> <li>• Participate fully in meetings with colleagues, contributing as appropriate and supporting colleagues as required.</li> <li>• Engage with and develop positive and effective relationships with customers, staff members, suppliers, and contractors.</li> <li>• Provide support to MainPower during emergency response and adverse weather events.</li> <li>• Undertake any further responsibilities as requested by the Network Manager.</li> </ul>

<p><b>Professional Development</b> Undertake all professional development required to fulfil position competencies and accountabilities.</p>	<ul style="list-style-type: none"> <li>• Actively participate in performance reviews with the Network Manager.</li> <li>• In conjunction with the Network Manager, prepare and keep current a professional development plan.</li> <li>• Participate in fortnightly 1-on-1 meeting to discuss progress and address any training or resourcing requirements of the role.</li> </ul>
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## COMPETENCIES – ATTRIBUTES AND BEHAVIOURS

To be effective in the position, the Graduate Network Engineer shall consistently demonstrate the attributes and behaviours described below:

- Actively demonstrate professionalism throughout the Company and the industry and be a credible and trustworthy person who holds the respect and loyalty of all stakeholders.
- Be proactive, energetic, enthusiastic, and positive in all dealings with colleagues and customers.
- Have tenacity in pursuing goals, show focus in the face of opposition and ensure personal goals are aligned with the Company objectives.
- Demonstrate a strong understanding and commitment to the values of the Company.
- Actively work to support the goals and objectives of others in the wider business.
- Make and implement timely decisions that have broad impact across the Company.
- Champion MainPower’s Health and Safety Policy; set directions, define standards and values, and embed continuous improvement inside and outside areas of responsibility.
- Display commercial acumen; analyse key drivers, opportunities, and competitive advantages to develop tactics to benefit the Company.
- Regularly update knowledge and skill through effective training and education.

## COMPETENCIES – SKILLS AND EXPERIENCE

To be effective in the position, the Graduate Network Engineer shall have and be able to demonstrate, the following skills and experience.

- Have completed, or in the final year of, a Tertiary level electrical engineering qualification (minor in power desirable).
- An understanding and knowledge of the electricity industry, with an interest in power system network planning, asset management, reliability, and security of supply.
- A customer centric, results orientated approach to business decision making.
- An ability to take initiative combined with sound judgement.
- Motivated and driven – you volunteer for new challenges without being asked.
- Excellent communication and problem-solving skills.
- Willing shares information appropriately.
- A good planner with the ability to prioritise workload.
- Project management skills and experience.
- Ability to work constructively in a team.
- Current drivers’ licence.

This document is not intended to be exhaustive in terms of detailing the role and responsibilities of the Graduate Network Engineer position but to at least to provide an indication of the requirements of the role – you may be asked to complete other duties for the betterment of the business from time to time.