

Goulburn-Murray Water Position Description

Graduate Electrical Engineer – Position Number SSP608

Role Purpose	
Gain practical engineering experience across a range of disciplines supporting the development of GMW technical standards, programs and projects. Support the progression of programs/projects to achieve functional design.	
<ul style="list-style-type: none"> - 2 Year Fixed Term contract – this position may become part of a graduate rotation program in the future. 	
Reports to (title)	Manager Technical Standards & Support
Classification / Band	Band B
Allowances	Nil
Employment Status	GMW considers every role flexible where this can still deliver the required business outcomes, this could include but is not limited to part-time or job share.
Location	Tatura
Position Contact	Shayne Lowe – Manager Technical Standards & Support - 0429 775 282
Key skills, Qualifications & Experience required	<p><u>Mandatory</u></p> <ul style="list-style-type: none"> - Degree in Electrical Engineering or similar discipline of engineering <p><u>Desired</u></p> <ul style="list-style-type: none"> - High level and effective oral and written communication skills
Other Requirements	Police check Australian Drivers Licence Australian Working Rights
Approver/Approval Date	Sophie Riddell – Manager HR Business Partnering – September 2021

Key Result Areas	Key Responsibilities	KPIs
Investment Planning	<ul style="list-style-type: none"> Under direction, provide input into the development of projects to a functional design stage associated with the Water Delivery and Water Storage businesses. 	<ul style="list-style-type: none"> Quality of Functional Design for GMW investment programs/projects
Continuous Improvement	<ul style="list-style-type: none"> Participate in continuous improvement activities to ensure continuous improvement in the planning and functional design of GMW's asset investment programs / projects. 	<ul style="list-style-type: none"> Continuous improvement initiatives resulting from feedback, innovation and/or technology improvements
Project Delivery	<ul style="list-style-type: none"> Under direction, provide technical advice to conduct relevant investigations, complete options analysis and determine functional design specifications. 	<ul style="list-style-type: none"> Design specifications Safety standards Data quality
Technical Standards	<ul style="list-style-type: none"> Under direction, maintain and innovate GMW's technical design standards to promote effectiveness and efficiency 	<ul style="list-style-type: none"> Quality of GMW's technical Standards.

Note: Other duties and responsibilities may be required as reasonably directed

Mandatory Key Result Areas for all GMW positions

Safety	<ul style="list-style-type: none"> Comply with all GMW OH&S standards, policies and procedures Contribute to the continuous improvement of HSE systems by consulting with staff and passing on recommendations to improve the system to the HSE Team 	<ul style="list-style-type: none"> Investigate and close out incident and hazard reports on time Workplace inspection findings corrected Internal Audit finding actions corrected All staff mandatory training completed Safety meetings conducted with actions completed
Policies	<ul style="list-style-type: none"> Adhere to GMW policies and procedures Stay up-to-date on all GMW policies Ensure all GMW policies are promulgated and adhered to 	<ul style="list-style-type: none"> Audit results (internal) Numbers of issues escalated through team not adhering to policies

	<ul style="list-style-type: none"> • Advise on potential changes to policies as required by local conditions • Ensure all policies are communicated to, and understood by, the team 	
Key Relationships		
All GMW employees are responsible for managing aspects of our customer/stakeholder relationships and service interactions, and will work proactively to deliver a consistent customer experience.		
Internal		External
<ul style="list-style-type: none"> • Dam Safety Team • Water Storages • Water Delivery • Field Works Delivery • Electrical & Mechanical Support 		<ul style="list-style-type: none"> • Victorian State Dams Regulator • Emergency Services • Hydropower Generation Companies

Behaviours and Values

All employees are required to demonstrate GMW’s values through their work and their dealings with internal and external customers. Behaviours must also align with the values and with GMW’s strategic outcomes below:

Safe, skilled, engaged people

Contribute to a safe, inspiring and diverse workplace where learning is encouraged and your team feels supported. You openly demonstrate the vision and values of GMW through your own behaviours.

Satisfied customers, trusting partners

Exhibit at all times a customer-first attitude and you are focused on delivering outcomes that meet the needs of our customers, stakeholders and communities. You deliver solutions in response to customer and operational issues.

Sustainable business, viable customers

Take ownership for delivering affordable and sustainable water services through the decisions you make every day and take responsibility for ensuring ongoing business efficiency. You operate in a timely manner and with a sense of urgency when required and you consistently prioritise your work to meet the ongoing, and sometimes changing needs of our business.

Water security and other water values are recognised

Comprehend the regulatory framework under which we operate and the importance of meeting our obligations. You understand the role that water plays in the sustainability of our region and actively seek out opportunities that will secure water for our future.

Innovation, data and technology driven services

Uphold the integrity of all GMW processes and systems by contributing to a continuous improvement lifecycle. You ensure that all decisions are informed by accurate and complete data & information.

