



Power Grid and Renewables

Engineering Competency Levels and Role Definitions

Revision History		
Rev	Date	Comments
0	18/08/2020	Initial version
1	11/03/2021	Added guidance on promotions process – section 5
2	11/02/2022	Minor update for full Vysus rebranding

1. Introduction

The purpose of this document is to provide guidance on the technical and commercial qualifications for roles within the Power Grid and Renewables team, the technical competency framework that supports the underlying technical qualifications, and the process guiding promotions within the team.

The scope of the roles and competencies defined here includes all engineering roles within the Power Grid and Renewables Team under the leadership of the VP Grid and Renewables – hereafter the 'Grid Team'.

2. Power Engineering Discipline Areas

Within the Grid Team, professional development involves the acquisition of expertise in one or more broad 'discipline areas'. These correspond to a more coarse-grained version of the technical competencies identified in the Register of Technical Codes for the Grid Team. They also include a number of non-technical areas to recognise experience in project delivery.

The following shall be considered as discipline areas within this competency framework.

- Power system performance studies (including load flow, dynamic simulations and calculation/assessment of performance indices).
- Power system and market operation (including constraint analysis, base case tuning, reliability and resilience analysis).
- Power plant technology, dynamic performance and tuning (e.g. optimising control settings for generator connections).
- Power plant performance verification (including commissioning and R2 testing, issue resolution, reporting).
- Power plant dynamic model software development.
- Power quality assessment and remediation (including harmonic studies, flicker studies and filter specification).
- Power plant conceptual design (including substations, transmission, single line diagrams and spatial layout).
- Protection specification and coordination.
- Automation of technical activities (e.g. Python scripting).
- Commercial and regulatory analysis (e.g. market risk review, advice on connection agreements, ancillary service agreements).
- Power plant cost estimation.
- Client and project management, negotiation, and issue resolution.

3. Competency Assessment

For assessing competency in each of the above discipline areas, three basic levels (plus level 0) are defined.

- **Level 0** means an engineer has rudimentary knowledge of an area but is unable to provide chargeable support to a project.
- **Level 1** means an engineer has sufficient knowledge of the area to carry out some activities as part of a larger project team.
- **Level 2** means an engineer can carry out most or all activities with assistance.
- **Level 3** means the engineer is a technical leader in this area and can carry out most or all activities unassisted.

Note that irrespective of the competency level of the engineer undertaking the work, all deliverable project work is subject to independent checking by another competent person (Level 2 or 3) in the relevant discipline, and to independent approval for issue at Principal Engineer or higher level.

To document professional development, engineers identify among their annual appraisal goals one or more areas where they aim to increase their competency level: to Level 1 from rudimentary knowledge, to Level 2 from Level 1, or to become a Level 3 leader.

Assessment of competency is by Level 3 expert review (or by external peer assessor where necessary) of project work delivered and accepted by a client, arising from the engineer's input as appropriate for that level. Academic/technical publications and relevant external awards/recognition may also be included in assessment.

4. Team Competency Levels

The Grid Team comprises the following competency role levels.

Career Level	Vysus Grade	Approximate years of relevant Power System Engineering experience
Trainee	2A – Assistant Specialist	Undergraduate (>2 years relevant study)
Graduate	3B – Energy Specialist	0 – 2 years
Engineer	3B – Energy Specialist	2 – 5 years
Senior Engineer	3A – Senior Energy Specialist	5 – 8 years
Lead Engineer	3A – Senior Energy Specialist	8 – 12 years
Principal Engineer	4B – Lead Energy Specialist	12 + years
Team Manager	4A or 4B	Subjective
Senior Principal Engineer	4A – Principal Energy Specialist	Subjective

These levels are primarily competency based, and the years of experience are to be taken as a guide only.

The following table provides detailed descriptions for each competency level defining the key qualifications covering technical, delivery, commercial, management and business development expectations.

Career Level	Vysus Grade	Technical Capability	Delivery / Commercial / Management Capability
Trainee	2A – Assistant Specialist	<p>Required: Currently studying toward an Electrical Engineering degree or suitable equivalent qualification.</p> <p>Desirable: Have completed at least two years' study towards a suitable qualification.</p> <p>Trainees will assist as part of project teams under the direction of fully qualified Engineers. Trainees are encouraged to achieve Level 1 competency in one or more discipline areas as appropriate to their length of FTE employment.</p> <p>All work completed by Trainees shall be reviewed and checked by a team member at Engineer or higher level before forming part of client deliverables, in addition to regular QA procedures.</p>	<p>Delivery</p> <ul style="list-style-type: none"> Deliver projects under the direction of more senior team members. <p>Financial / Commercial</p> <ul style="list-style-type: none"> None applicable <p>Line Management</p> <ul style="list-style-type: none"> No <p>Business Development</p> <ul style="list-style-type: none"> No formal requirement

Career Level	Vysus Grade	Technical Capability	Delivery / Commercial / Management Capability
Graduate	3B – Specialist	<p>Required: Have completed an Engineers Australia Stage 1 accredited qualification with Electrical Engineering specialisation..</p> <p>Completion of a suitable postgraduate qualification (2 year Masters or PhD) in an Electrical Engineering discipline is acceptable in lieu of workforce participation.</p> <p>Desirable: Have achieved Level 1 competency in at least one discipline area. Be eligible for Professional Engineer (PEng) status as defined by Engineers Australia.</p> <p>Graduates participate in project teams under the supervision of team members at Senior Engineer or higher level. Engineers aim to improve their level of competency in at least one discipline area in each annual appraisal.</p> <p>Graduates who attain Level 2 competency may lead small projects with technical supervision by a team member at Senior Engineer or higher level and at least a Level 2 competency in the same discipline area.</p>	<p>Delivery</p> <ul style="list-style-type: none"> Deliver projects under the direction of more senior team members. <p>Financial / Commercial</p> <ul style="list-style-type: none"> None applicable <p>Line Management</p> <ul style="list-style-type: none"> No <p>Business Development</p> <ul style="list-style-type: none"> Bring to attention of RP / Pod lead potential opportunities with existing clients (variations / new projects) or other opportunities
Engineer	3B – Specialist	<p>Required: Have completed an Engineers Australia Stage 1 accredited qualification with Electrical Engineering specialisation and have participated in the workforce in a Graduate Engineer or equivalent role for at least 2 years FTE. Completion of a suitable postgraduate qualification (2 year Masters or PhD) in an Electrical Engineering discipline is acceptable in lieu of workforce participation.</p> <p>Desirable: Have achieved Level 1 competency in at least one discipline area. Be eligible for Professional Engineer (PEng) status as defined by Engineers Australia.</p> <p>Engineers participate in project teams under the supervision of team members at Senior Engineer or higher level. Engineers aim to improve their level of competency in at least one discipline area in each annual appraisal.</p> <p>Engineers who attain Level 2 competency lead small projects with technical supervision by a team member at Senior Engineer or higher level and at least a Level 2 competency in the same discipline area.</p>	<p>Delivery</p> <ul style="list-style-type: none"> Deliver projects under the direction of more senior team members within the agreed upon budget and schedule. May support the pod lead / RP to perform project delivery management tasks such as tracking of hours, budget, schedule <p>Financial / Commercial</p> <ul style="list-style-type: none"> Involved in the preparation of work scopes and variations, including technical aspects as well as effort estimates (under the direction of the RP or Pod Lead) Involved in preparation and issuing of invoices, as directed by RP or Pod Lead. <p>Line Management</p> <ul style="list-style-type: none"> No <p>Business Development / Client interfacing</p> <ul style="list-style-type: none"> Develop professional network to understand market Bring to attention of RP / Pod lead potential opportunities with existing clients (variations / new projects) or other opportunities Involved in client discussions.
Senior Engineer	3A – Senior Specialist	<p>Required: Have completed an Engineers Australia Stage 1 accredited qualification with Electrical Engineering specialisation, and have participated in the workforce in a Graduate, Engineer or equivalent role for at least 5 years FTE. Completion of a suitable postgraduate qualification (2 year Masters or PhD) in</p>	<p>Delivery</p> <ul style="list-style-type: none"> Responsible for delivering project tasks, as directed by Pod lead / RP, on time, budget and to appropriate level

Career Level	Vysus Grade	Technical Capability	Delivery / Commercial / Management Capability
		<p>an Electrical Engineering discipline is counted as an equivalent number of years of workforce participation.</p> <p>Desirable: Have achieved Level 2 competency in at least one discipline area. Have experience leading a project including client interface role. Be eligible for Chartered Professional Engineer (CPEng) status as defined by Engineers Australia.</p> <p>Senior Engineers lead and participate in project teams, with technical oversight by Level 3 experts where required. Senior Engineers aim to improve their level of competency in at least one discipline area in each annual appraisal.</p> <p>Senior Engineers may lead small groups or 'pods' to deliver project work for specific clients or in specific discipline areas.</p>	<p>of quality. May take on RP role for smaller projects as directed by Pod lead.</p> <ul style="list-style-type: none"> Support the pod lead / RP to perform project delivery management tasks such as tracking of hours, budget, schedule. <p>Financial / Commercial</p> <ul style="list-style-type: none"> Preparation of proposals (incl. work scopes, technical aspects and budget) and project variations, as directed by RP or Pod Lead. Preparation and issuing of invoices, as directed by RP or Pod Lead. <p>Line Management</p> <ul style="list-style-type: none"> No <p>Business Development / Client Interfacing</p> <ul style="list-style-type: none"> Leverage professional network to understand market and potential opportunities for Vysus Bring to attention of RP / Pod lead potential opportunities with existing clients (variations / new projects) or other opportunities Client facing / Involved in client discussions. May take on primary client facing role for smaller projects as directed by Pod lead.
Lead Engineer	3A – Senior Specialist	<p>Required: Have completed an Engineers Australia Stage 1 accredited qualification with Electrical Engineering specialisation, and have participated in the workforce in a Graduate, Engineer or equivalent role for at least 8 years FTE. Completion of a suitable postgraduate qualification (2 year Masters or PhD) in an Electrical Engineering discipline may be counted as an equivalent number of years of workforce participation. Be assessed at Level 2 competency in at least one discipline area.</p> <p>Desirable: Have achieved Level 2 competency in at least two discipline areas and Level 1 in a further two discipline areas. Have experience leading multiple projects acting in the principal client interface role. Be eligible for Chartered Professional Engineer (CPEng) status as defined by Engineers Australia.</p> <p>Lead Engineers lead and participate in multiple project teams, providing the interface with key clients, with occasional technical oversight by Level 3 experts where required. Lead Engineers aim to improve their level of competency in at least one discipline area in each annual appraisal.</p> <p>Lead Engineers act as role models for the wider team and as mentors to Trainees, Graduates and Engineers to progress their knowledge.</p>	<p>Delivery</p> <ul style="list-style-type: none"> Responsible for delivering projects to budget, schedule and quality. Perform project management tasks that control project delivery including: tracking of hours, budget, schedule etc. <p>Financial / Commercial</p> <ul style="list-style-type: none"> Preparation of proposals (incl. work scopes, technical aspects and budget) and project variations. Ensuring financial control of project (approval of proposals, operating with signed contracts / POs, project setup in ByD) Responsible for preparation and issuing of invoices Responsible for delivering project to approved margin. <p>Line Management</p> <ul style="list-style-type: none"> 1 – 4 Direct Reports Management of direct reports utilization and resource management of project / pod.

Career Level	Vysus Grade	Technical Capability	Delivery / Commercial / Management Capability
		Lead Engineers will usually lead small groups or 'pods' to deliver project work for specific clients or in specific discipline areas.	<ul style="list-style-type: none"> Mentor (informal) / role model to more junior team members <p>Business Development / Client Interfacing</p> <ul style="list-style-type: none"> Leverage professional network to understand market and identify potential opportunities for Vysus Responsible for identifying growth opportunities with existing/new clients and supporting / leading their pursuit Initiate and lead client discussions, being the primary point of contact between Vysus and the client.
Principal Engineer	4B – Lead Specialist	<p>Required: Have completed an Engineers Australia Stage 1 accredited qualification with Electrical Engineering specialisation, and have participated in the workforce in a Graduate, Engineer or equivalent role for at least 12 years FTE. Completion of a suitable postgraduate qualification (2 year Masters or PhD) in an Electrical Engineering discipline may be counted as an equivalent number of years of workforce participation. Be assessed at Level 2 competency in at least one discipline area.</p> <p>Desirable: Have achieved Level 2 competency in at least two discipline areas and Level 1 in a further two discipline areas. Have experience leading small groups or 'pods' to deliver project work for specific clients or discipline areas, including providing the principal client interface. Be eligible for Chartered Professional Engineer (CPEng) status as defined by Engineers Australia.</p> <p>Principal Engineers lead and participate in multiple project teams, providing the interface with key clients, with occasional technical oversight by Level 3 experts where required. Principal Engineers aim to improve their level of competency in at least one discipline area in each annual appraisal.</p> <p>Principal Engineers act as role models and provide expert technical support for the wider team and as mentors to Trainees, Graduates and Engineers to progress their knowledge.</p> <p>Principal Engineers lead small groups or 'pods' to deliver project work for specific clients or in specific discipline areas based on well established professional relationships.</p>	<p>Delivery</p> <ul style="list-style-type: none"> Same as for Lead Engineer (3A) <p>Financial / Commercial</p> <ul style="list-style-type: none"> Same as for Lead Engineer (3A) Identification and management of commercial / legal / contract risks including involvement in contract negotiations <p>Business Development / Client Interfacing</p> <ul style="list-style-type: none"> Leverage professional network to understand market and potential opportunities for Vysus Seek growth opportunities with existing/new clients and lead the pursuit Initiate and lead client discussions, being the primary point of contact between Vysus and the client. Management and elevation of Vysus reputation in the industry Identification of cross sector opportunities
Team Manager	4B Lead Specialist or 4A Principal Specialist	<p>Required: Have completed an Engineers Australia Stage 1 accredited qualification with Electrical Engineering specialisation, and have participated in the workforce in a Graduate, Engineer or equivalent role for at least 12 years FTE. Completion of a suitable postgraduate qualification (2 year Masters or PhD) in an Electrical Engineering discipline is counted as an equivalent number of years of workforce participation. Be assessed at Level 2 competency in at least one discipline area. Have experience leading engineering teams and</p>	<p>Delivery</p> <ul style="list-style-type: none"> Management of performance of portfolio of projects (margin, schedule) Management of Pipeline Management resource forecasting Upskilling RPs/ Pod leads in project management

Career Level	Vysus Grade	Technical Capability	Delivery / Commercial / Management Capability
		<p>delivering projects including in client interface roles based on established professional relationships.</p> <p>Desirable: Have achieved Level 2 competency in at least two discipline areas and Level 1 in a further two discipline areas. Have experience leading multiple projects acting in the principal client interface role. Be eligible for Chartered Professional Engineer (CPEng) status as defined by Engineers Australia.</p> <p>Team Managers act in a managerial leadership role for the team and also lead and participate in project teams with occasional technical oversight by Level 3 experts where required.</p> <p>Team Managers act as role models for the wider team and as mentors to Trainees, Graduates and Engineers to progress their knowledge.</p>	<p>Financial / Commercial</p> <ul style="list-style-type: none"> Responsible for application of financial controls across portfolio (contracts / POs in place / ByD setup) Support RPs with identification / management of commercial / legal / contract risks. Support contract negotiation process with clients <p>Line Management</p> <ul style="list-style-type: none"> 1 – 6 Direct Reports Resource management across entire team (including utilization of direct reports) Mentor (informal) / role model to more junior team members Performance management <p>Business Development</p> <ul style="list-style-type: none"> Same as Principal Engineer (4B)
Senior Principal Engineer (Lead Principal Engineer)	4A Principal Specialist	<p>Required: Have completed an Engineers Australia Stage 1 accredited qualification with Electrical Engineering specialisation, and have participated in the workforce in a Graduate, Engineer or equivalent role for at least 12 years FTE. Completion of a suitable postgraduate qualification (2 year Masters or PhD) in an Electrical Engineering discipline is counted as an equivalent number of years of workforce participation. Be assessed at Level 3 competency in at least one discipline area. Have experience leading multiple projects acting in the principal client interface role based on established professional relationships.</p> <p>Desirable: Be externally acknowledged as an expert in the field. Have achieved Level 3 competency in at least two discipline areas and Level 2 in a further two discipline areas. Be eligible for Chartered Professional Engineer (CPEng) status as defined by Engineers Australia.</p> <p>The Senior Principal Engineer provides overall technical leadership to the team including assessment of technical competency, technical oversight and supervision of team members and subject matter expertise. The Senior Principal Engineer is called on in particular to scope and solve difficult problems as they arise in the course of the business, and those of concern in the wider industry.</p> <p>The Senior Principal Engineer acts as a role model for the wider team and as mentor to Trainees, Graduates and Engineers to progress their knowledge, and maintains the position of the business in the wider power industry through participation in technical forums and eminence activities.</p>	<p>Delivery</p> <ul style="list-style-type: none"> Same as for Lead Engineer (4A) Be aware of and provide targeted SME technical support for projects across entire team. Upskilling team members in technical capability <p>Financial / Commercial</p> <ul style="list-style-type: none"> Same as for Lead Engineer (4A) Identification and management of commercial / legal / contract risks including involvement in contract negotiations <p>Business Development / Client Interfacing</p> <ul style="list-style-type: none"> Same as Principal Engineer (4B)) Identify new opportunities / capabilities for the team, assess their potential and pursue their development.

5. Team Promotions

Promotions within the Grid Team will be made on a case by case basis, dependent on the individual's demonstrated capabilities across a number of different areas covering:

- technical competency
- delivery of work
- financial / commercial
- line management
- business development / client interfacing

This will be combined with an assessment of general performance and team needs. This will consider the individual's mid-year development review (appraisal) and previous year final review, along with the team's business needs and role vacancies.

The process for promotions is intended to follow a fixed annual calendar as below.

Activity	Responsibility	July	August	September	October	November	December	January	February	March	April	May	June	July	August	September	October	November	December
PPP	Individual	set goals		mid year review				final review		set goals		mid year re							
Promotion requests / assessments	Individual / Line Manager																		
Promotion Review	Team Manager / Technical Lead																		
Promotion Announcements	Management																		
Promotion Implementation	Management																		
Salary Adjustments	Management																		

The process steps within this calendar are detailed further in the following table.

Step	Description
PPP (Appraisal)	This is the responsibility of the individual to initiate and set goals tied to their development plan. This is to be performed to Vysus processes and systems, and should align with the defined competency levels.
Promotion requests / assessments	<p>Individuals who believe they are ready for a promotion initiate the conversation with their line manager and the Senior Principal to discuss capability across the different competency levels and make a promotion request.</p> <p>Line managers evaluate the justification for a promotion against the required competency levels and the individual's performance and capability. If considered to be justified, a summary is prepared by the line manager to document the justification for promotion, and sent through to the Team Manager.</p>

Promotion Review	The promotion review will be facilitated and led by the Team Manager, and will receive input from the Senior Principal, the Head of Renewables, and the individual's line manager, as required.
Promotion Announcement	Following the review, promotion announcements will be made in mid to late April. If a promotion request has not been successful this will not be announced, however feedback will be provided to the line manager and the individual.
Promotion Implementation	The individual's new role takes effect from the 1 st of July.
Salary Adjustments	If required and justified, salary adjustments are made and take effect from the 1 st of July. Salary adjustments will take into account market drivers and business requirements.