POSITION DESCRIPTION   TasNetworks

Position Title	Leader, Information Technology

ORGANISATIONAL CONTEXT		POSITION CLASSIFICATION *(HR Only)*	
Business Unit	Finance & Business Services	**Location**	Hobart
Group	Information Technology	**Salary Band**	
Team			

Organisation Overview

Tasmanian Networks Pty Ltd (TasNetworks) is Tasmania's electricity transmission, distribution and telecommunication business. It is a State-owned Company formed by the merger of the distribution business of Aurora Energy Pty Ltd and Transend Networks Pty Ltd. TasNetworks formally commences operations on 1 July 2014 to support the following outcomes for Tasmanian customers:

- lowest sustainable electricity bills;
- long-term safe, secure and reliable supplies of electricity; and
- a financially viable business that runs efficiently and effectively and maximises the overall economic benefit to Tasmania.

Organisation Requirements

Safety: While at work you must champion a strong safety culture, take reasonable care of your own health and safety and the health and safety of other people. This includes people working under your supervision or direction who may be affected by your acts or omissions at the workplace in accordance with the Work Health and Safety Act 2012 (Tasmania).

Compliance obligations: You are required to comply with all relevant legislation, laws, regulations, standards, codes and TasNetworks policies and procedures.

Vision and values: All TasNetworks employees are expected to support the achievement of a shared company vision and to act in accordance with the company's stated values.

POSITION PURPOSE

The Leader, Information Technology is responsible for the management of information technology throughout TasNetworks including developing and maintaining the overall IT strategy / managing staff, researching and implementing technological strategic solutions. The role reinforces a culture of innovation and adaptability by utilising new and existing technology, where it offers an opportunity to achieve efficiencies and business advantage. The role facilitates in transforming the business and associated business processes, including, but not limited to, the IT environment within TasNetworks and the integration of the new TasNetworks' ERP. The position has key role in enabling business change and transformation.

KEY CHALLENGES

- Planning and formulating an IT strategy which builds on the existing strengths and meets the future needs of the business
- Transform the current IT function into a contemporary IT environment
- Ensuring technology projects are coordinated across the business and are aligned to company technology standards
- Managing the delivery of reliable and efficient outsourced services
- Managing the relationship with the major external service provider(s)
- Delivery efficient (lowest sustainable costs) information technology shared services to the business units

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- Keeping abreast of latest IT innovations that may present opportunities to enhance TasNetworks' systems.

KEY ACCOUNTABILITIES

- Formulate IT strategy, governance frameworks and policies to ensure IT systems meet business requirements and achieve business objectives
- Manage security and business resilience including the regulatory compliance and integrated risk management
- Ensure TasNetworks' critical systems are appropriately secured, managed, documented and backed up
- Manage the services and support of IT services to customers and business users, adhering to service level agreements and maintaining relationships with suppliers
- Manage IT portfolios by contributing to the strategy to serve customers and the enterprise's users and developing offerings and capabilities
- Manage IT project life cycles from beginning to end, ensuring projects and delivered on time, to budget and achieve business objectives
- Ensure project management standards and methodologies are established and utilised
- Contribute to and support planning, budgeting and reporting processes
- Contribute to and support enterprise risk management
- Manage talent through the effective execution of employee performance outcomes through TasNetworks' established systems and processes and contribute to the ongoing development of employees
- Contribute to and support TasNetworks' Safety/other programs and strategies
- Manage and nurture the culture and work environment within IT

POSITION DIMENSIONS

Reports to: *(Position Title)*	General Manager, Finance and Business Services	
Direct Reports: *(Number of positions reporting directly to this position)*	7	
Indirect Reports: *(Number of positions reporting to direct reports)*		
Financial *(Indicative delegations)*		
Key Relationships *(Key position stakeholders)*	Internal • Internal business customers and senior management • TasNetworks' Board and Executive for IT strategy approval	External • Key external IT firms and people who can provide key insight into business and technology trends • Outsourcing providers

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SELECTION PROFILE

Work Experience/Knowledge: *(Include the area, level/significance of experience required and technical, management, industry/sector knowledge required)*	
Essential *(Minimum requirement to perform duties associated with the position - not what the current incumbent may possess)*	**Desirable** *(Identify requirements that are desirable but not essential for performing the basic work outputs of the position)*
Knowledge • Strong knowledge of IT systems management • Strong knowledge of IT technical support	• Have relevant Utility / industry experience, skills and knowledge • A demonstrated understanding of the regulatory framework in which a Utility operates and the link between business decisions and their impact on the regulatory outcomes
Experience • Significant experience in developing and implementing a company wide information technology strategy • Significant experience managing external suppliers • Ability to negotiate and manage commercial contracts • Exceptional organisation and time management abilities to manage several priorities • Strong leadership, influencing, communication and interpersonal skills • Strong exposure in IT led transformation projects	

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Education/Qualifications: *(formal, recognised qualifications and/or professional memberships)*	
Essential	**Desirable**
• Tertiary qualifications in Information Technology or equivalent level of professional competence and experience	

Core behaviours:	
Leadership: • High level leadership skills with the ability to lead and motivate performance, and influence business outcomes • Instigate, lead, and manage ongoing change • Excellent communication skills • Demonstrated commitment to value-based decision making • Demonstrated personal commitment to safety	**Accountability:** • Action-oriented, able to motivate others to perform • Demonstrated ability to think strategically, delivering sound solutions to complex problems • Ability to think laterally • A continuous improvement mindset • Communicates the importance of vision and values • Models the vision and values • Rewards living the vision and values
Customer Focus: • Seeks to understand internal and external customers • Identifies customer service issues • Creates customer-focused practices	**Decision Making:** • Strong decision-making orientation, able to make sound decisions in an environment of ambiguity and change • Sound judgement and evaluative approach, able to take calculated risks
Commercial Focus: • Sound business acumen with a commitment to achieving financially sustainable outcomes • Ability to plan, schedule and manage resources to deliver strategic outcomes • Strong influencing and negotiation skills	**Collaboration and Teamwork:** • Builds effective partnerships across the organisation and with external stakeholders to deliver results • Shares responsibility while maintaining accountability • Provides guidance

GOVERNANCE *(HR and the manager of this position confirm that this Position Description is an accurate reflection of the key accountabilities, outcomes and any other attributes required of this role)*

Prepared by: Human Resources	**Last Review Date: February 2014**
Authorised by:	**Date: 26/02/2014**