



Candidate Information Pack

Energy Corporation NSW

Executive Director Technical Advisory Services

Andrew McEncroe, Managing Partner

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Energy Corporation NSW

The Energy Corporation of New South Wales is a statutory body constituted under the Energy and Utilities Administration Act 1987. The Corporation has been re-established to implement the NSW Government's Renewable Energy Zones (REZ) program in accordance with the NSW Electricity Strategy and Electricity Infrastructure Roadmap.

The Energy Corporation will coordinate REZ transmission, generation and storage projects to deliver efficient, timely and coordinated investment. The Energy Corporation will take a holistic view of REZ planning and consultation, and will work with communities to ensure the benefits of investment are equitably shared within host regions.

The Energy Corporation will have a number of key functions in this implementation, including:

- Leading community and stakeholder engagement
- Contributing to strategic, holistic planning for each REZ
- Administering an access framework for the REZ that delivers benefit to generators
- Administering a competitive process to coordinate generation in the REZ
- Coordinating technical design of the REZ in consultation with program partners and generators
- Promoting local development opportunities, engaging with local community and industry.

This program will deliver the State's first five Renewable Energy Zones (REZ) in the State's Central-West Orana, New England, South-West, Hunter-Central Coast and Illawarra regions. This builds on the NSW Transmission Infrastructure Strategy and supports the implementation of the Australian Energy Market Operator's Integrated System Plan.

These REZs will play a vital role in delivering affordable, reliable energy generation to help replace the State's existing power stations as they come to their scheduled end of operational life. The program is expected to deliver multiple benefits for NSW, including:

- more reliable energy from significant amounts of new energy supply
- energy bill savings from reduced wholesale electricity costs
- emissions reduction from a cleaner energy sector
- community partnership from strategic planning and best practice engagement and benefit sharing.

Renewable Energy Fact Sheet

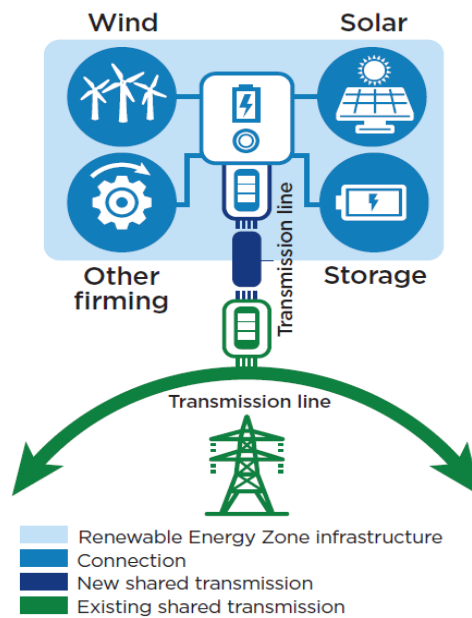
Renewable Energy Zones

The NSW Government's Electricity Strategy and Electricity Infrastructure Roadmap set out a plan to deliver Renewable Energy Zones (REZ) in the State's Central-West Orana, New England and South-West regions. This builds on the NSW Transmission Infrastructure Strategy and supports the implementation of the Australian Energy Market Operator's Integrated System Plan. Further REZs will also be developed in the Hunter-Central Coast and Illawarra regions of NSW. The REZs will play a vital role in delivering affordable energy generation to help replace the State's existing power stations as they close over the coming decades. The REZs in the Central-West Orana, New England and South-West regions of NSW alone will unlock a significant pipeline of large-scale renewable energy and storage projects, while supporting up to \$20.7 billion of private sector investment in our regions and an over 5,000 construction jobs at their peak.

What is a Renewable Energy Zone?

Renewable Energy Zones (REZs) are modern day power stations. They combine renewable energy generation such as wind and solar, storage such as batteries, and high-voltage poles and wires to deliver energy to the homes,

businesses and industries that need it. By connecting multiple generators and storage in the same location, REZs capitalise on economies of scale to deliver cheap, reliable and clean electricity for NSW.



Central-West Orana REZ

The NSW Government is in the planning stage for the State's first REZ in the Central-West Orana region around Dubbo and Wellington on the land of the Wiradjuri, Wailwan and Kamilaroi people. The REZ is expected to be shovel-ready by end 2022 and unlock up to 3,000 megawatts of new generation by the mid-2020's, bringing an estimated \$5.2 billion in private sector investment to the Central-West Orana region by 2030. This is enough new capacity to power around 1.4 million homes. This REZ alone is expected to support 3,900 construction jobs at its peak. The Central-West Orana region was chosen because it benefits from relatively low build costs, a strong mix of energy resources, and significant existing investment and investor interest. The NSW Government has committed over \$40 million to support its delivery. In June 2020, 27,000 MW of new energy generation and storage projects responded to a registration of interest in the Central-West Orana region - nine times the amount required to deliver the REZ. The importance of the Central-West Orana REZ was recognised in the Australian Energy Market Operator's 2020 Integrated System Plan as an 'actionable' transmission project. This means it is deemed a critical project to address cost, security and reliability issues across the entire National Electricity Market.

New England, South-West, Hunter - Central Coast and Illawarra REZs

The NSW Government is in the early stages of planning REZs in the New England, South-West, Hunter-Central Coast and Illawarra REZs. These areas have some of the best natural energy resources, strong investor interest and are close to existing high voltage power lines. The NSW Government has committed to investing \$78.9 million to support the development of the New England REZ. Developing the New England, South-West, Hunter-Central Coast and Illawarra REZs will be complex, taking a number of years to design and build. The NSW Government will engage closely with stakeholders on the delivery of these REZs.

Useful documents

- [NSW Energy Strategy](#)
- [Electricity Infrastructure Roadmap](#)
- [Renewable Energy Zones FAQ's](#)
- [Indicative Map- Central West,Orana REZ](#)
- [Indicative Map- New England Zone](#)
- [Indicative Map- South Western Zone](#)

Role Description

Executive Director

Technical Advisory Services



Planning,
Industry &
Environment

Cluster	Planning, Industry & Environment
Agency	Department of Planning, Industry & Environment / Energy Corporation of NSW
Classification/Grade/Band	Senior Executive Band 2
Senior Executive Work Level Standards	Work Contribution Stream: Professional/Specialist
ANZSCO Code	111211
PCAT Code	3119192
Date of Approval	November 2020
Agency Website	http://www.dpie.nsw.gov.au

About the Department of Planning, Industry and Environment

Our vision is to create thriving environments, communities and economies for the people of New South Wales. We focus on some of the biggest issues facing our state. We deliver sustainable water resource and environment management, secure our energy supply, oversee our planning system, maximise community benefit from government land and property, and create the conditions for a prosperous state. We strive to be a high-performing, world-class public service organisation that celebrates and reflects the full diversity of the community we serve and seeks to embed Aboriginal cultural awareness and knowledge throughout the department.

About the Energy Corporation NSW

The Energy Corporation of New South Wales (the Corporation) is a statutory body constituted under the *Energy and Utilities Administration Act 1987*. The Corporation has been re-established to implement the NSW Government's Renewable Energy Zones (REZ) program in accordance with the NSW Electricity Strategy and Electricity Infrastructure Roadmap.

Primary purpose of the role

Provide technical leadership and expert advice to the Corporation, the Government and REZ program members, to ensure the successful and optimal integration of REZ infrastructure to deliver secure and reliable energy supply to electricity customers.

The role manages the procurement and sourcing of technical expertise for infrastructure projects as required. The role maintains strong links with technical, research and professional bodies to ensure the Corporation is at the forefront of technical and scientific expertise with regard to renewable energy infrastructure.

Key accountabilities

- Lead the technical network integration of REZ infrastructure, including the design of cost-effective network solutions and system strength infrastructure, working in close partnership with network companies, AEMO (Australian Energy Market Operator) and energy companies
- Independently review and oversee the technical design of shared transmission infrastructure including integration with other projects in the AEMO Integrated System Plan
- Identify and implement initiatives to streamline network connection processes (e.g. REZ-wide network studies), lead and oversee modelling and analysis to optimise REZ infrastructure including generation, storage, transmission and system strength,
- Develop a REZ distribution strategy to deliver reliable and secure energy at the distribution level
- Undertake technical due diligence to support the REZ competitive process for generation and contestable transmission as well as for competitive processes run by the Consumer Trustee for the Electricity Infrastructure Safeguard.
- Lead development of a staged implementation plan for electrification and commissioning of REZ infrastructure.
- Work closely with the Executive Director, Commercial as well as the network planning and connection teams within network companies and AEMO to effectively administer the REZ access regime

Key challenges

- Developing, coordinating and implementing solutions that are strategically aligned to REZ program objectives, technically robust and innovative to advance the integration of renewable energy technologies, ensure system safety and strength, and optimise investment outcomes
- Engaging effectively with industry and sector partners, leveraging professional relationships and external expertise to develop successful collaborations
- Providing clear in-house and market signals regarding current and expected future technical capability needs, and formulating analysis, advice and solutions to enable strategic response

Key relationships

Who	Why
Ministerial	
Ministers	<ul style="list-style-type: none"> • Directly provide timely, expert briefings on new and emerging issues, negotiate approaches and preferred outcomes and report on the performance of government policies and plans. • Establish effective working relationships with Ministerial staff.
Internal	
Chief Executive Officer EnCo	<ul style="list-style-type: none"> • Provide technical advice and seek direction regarding priorities to strengthen the outcomes and performance of REZ infrastructure programs and full capital works portfolio • Advise on technical and delivery risks and resourcing issues
EnCo Executives	<ul style="list-style-type: none"> • Provide expert technical advice to influence decisions, create-buy in, share accountability and resolve conflict • Advise on emerging and contentious issues and solutions

Who	Why
Staff and work teams	<ul style="list-style-type: none"> • Provide leadership, expertise and guidance • Formulate operational and strategic plans • Inspire and motivate team, provide leadership and clear direction and build manager performance • Provide information and advice about organisational objectives, policies and procedures • Drive effective and efficient service delivery and stakeholder engagement
External	
Network companies, REZ participants	<ul style="list-style-type: none"> • Implement robust governance, clear accountabilities and program controls to support effective and efficient delivery of the Government's REZ infrastructure programs • Work closely with and sustain strong, productive and proven relationships with national, state, established network providers and suppliers; emerging industry players and other private sector entities.
Communities, Local Government, NSW government agencies; Australian Government agencies	<ul style="list-style-type: none"> • Manage effective relationships and establish strategic partnerships and networks to solicit support and deliver EnCo initiatives • Represent EnCo for resolution of emerging program issues.
Peak industry bodies, academia key industry stakeholders	<ul style="list-style-type: none"> • Build confidence in the technical expertise and capabilities EnCO

Role dimensions

Decision making

- The Executive Director works towards broadly defined outcomes and within a framework of policies and resource parameters.
- The position has considerable independence in determining how to achieve their objectives.
- Critical advisory role, the Chief Executive and COO of EnCO rely on recommendations made by this role.
- Autonomy in determining how to achieve outcomes, deciding on methods and approaches, project planning and allocation of resources

Reporting line

Chief Executive EnCo

Direct reports

2 Direct reports

Budget/Expenditure

TBA

Key knowledge and experience

- Postgraduate qualifications at PhD level in electrical engineering disciplines, civil engineering or similar
- A high profile within the electrical and energy engineering and applied science community with significant experience as a senior executive of a energy organisation
- Extensive experience in leading complex technical advisory and project management services with a keen understanding of policy and commercial environment factors impacting heavy infrastructure integration
- Extensive knowledge of technical complexities of integrating renewable energy within established electricity networks

Capabilities for the role


The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.


The capabilities are separated into **focus capabilities** and **complementary capabilities**.


Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

FOCUS CAPABILITIES			
Capability group/sets	Capability name	Behavioural indicators	Level
	Display Resilience and Courage Be open and honest, prepared to express your views, and willing to accept and commit to change	<ul style="list-style-type: none"> • Remain composed and calm and act constructively in highly pressured and unpredictable environments • Give frank, honest advice in response to strong contrary views • Accept criticism of own ideas and respond in a thoughtful and considered way • Welcome new challenges and persist in raising and working through novel and difficult issues • Develop effective strategies and show decisiveness in dealing with emotionally charged situations and difficult or controversial issues 	Advanced
	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	<ul style="list-style-type: none"> • Champion and model the highest standards of ethical and professional behaviour • Drive a culture of integrity and professionalism within the organisation, and in dealings across government and with other jurisdictions and external organisations 	Highly Advanced

	<ul style="list-style-type: none"> • Set, communicate and evaluate ethical practices, standards and systems and reinforce their use • Create and promote a culture in which staff feel able to report apparent breaches of legislation, policies and guidelines and act promptly and visibly in response to such reports • Act promptly and visibly to prevent and respond to unethical behaviour 	
	<p>Communicate Effectively Communicate clearly, actively listen to others, and respond with understanding and respect</p>	<ul style="list-style-type: none"> • Articulate complex concepts and put forward compelling arguments and rationales to all levels and types of audiences • Speak in a highly articulate and influential manner • State the facts and explain their implications for the organisation and key stakeholders • Promote the organisation's position with authority and credibility across government, other jurisdictions and external organisations • Anticipate and address key areas of interest for the audience and adapt style under pressure <p>Highly Advanced</p>
	<p>Work Collaboratively Collaborate with others and value their contribution</p>	<ul style="list-style-type: none"> • Recognise outcomes achieved through effective collaboration between teams • Build cooperation and overcome barriers to information sharing, communication and collaboration across the organisation and across government • Facilitate opportunities to engage and collaborate with stakeholders to develop joint solutions • Network extensively across government and organisations to increase collaboration • Encourage others to use appropriate collaboration approaches and tools, including digital technologies <p>Advanced</p>
	<p>Influence and Negotiate Gain consensus and commitment from others, and resolve issues and conflicts</p>	<ul style="list-style-type: none"> • Engage in a range of approaches to generate solutions, seeking expert inputs and advice to inform negotiating strategy • Use sound arguments, strong evidence and expert opinion to influence outcomes • Determine and communicate the organisation's position and bargaining strategy • Represent the organisation in critical and challenging negotiations, including those that are cross-jurisdictional • Achieve effective solutions when dealing with ambiguous or conflicting positions • Anticipate and avoid conflict across organisations and with senior internal and external stakeholders <p>Highly Advanced</p>

	<ul style="list-style-type: none"> Identify contentious issues, direct discussion and debate, and steer parties towards an effective resolution 	
	<p>Think and Solve Problems</p> <p>Think, analyse and consider the broader context to develop practical solutions</p>	<ul style="list-style-type: none"> Establish and promote a culture that encourages innovation and initiative and emphasises the value of continuous improvement Engage in high-level critical analysis of a wide range of complex information and formulate effective responses to critical policy issues Identify and evaluate organisation-wide implications when considering proposed solutions to issues Apply lateral thinking and develop innovative solutions that have a long-lasting, organisation-wide impact Ensure effective governance systems are in place to guarantee quality analysis, research and reform <p>Highly Advanced</p>
	<p>Demonstrate Accountability</p> <p>Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines</p>	<ul style="list-style-type: none"> Direct the development of effective systems for establishing and measuring accountabilities and evaluate ongoing effectiveness Promote a culture of accountability with clear links to government goals Set standards and exercise due diligence to ensure work health and safety risks are addressed Inspire a culture that respects the obligation to manage public monies and other resources responsibly and with the highest standards of probity Ensure that legislative and regulatory frameworks are applied consistently and effectively across the organisation Direct the development of short- and long-term risk management frameworks to ensure government aims and objectives are achieved <p>Highly Advanced</p>



Procurement and Contract Management

Understand and apply procurement processes to ensure effective purchasing and contract performance

- Ensure that employees and contractors apply government and organisational procurement and contract management policies
- Monitor procurement and contract management risks and ensure that this informs contract development, management and procurement decisions
- Promote effective risk management in procurement
- Implement effective governance arrangements to monitor provider, supplier and contractor performance against contracted deliverables and outcomes
- Represent the organisation in resolving complex or sensitive disputes with providers, suppliers and contractors

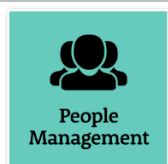
Advanced

Project Management

Understand and apply effective planning, coordination and control methods

- Prepare and review project scope and business cases for projects with multiple interdependencies
- Access key subject-matter experts' knowledge to inform project plans and directions
- Design and implement effective stakeholder engagement and communications strategies for all project stages
- Monitor project completion and implement effective and rigorous project evaluation methodologies to inform future planning
- Develop effective strategies to remedy variances from project plans and minimise impact
- Manage transitions between project stages and ensure that changes are consistent with organisational goals
- Participate in governance processes such as project steering groups

Advanced



Optimise Business Outcomes

Manage people and resources effectively to achieve public value






- Engage in strategic and operational workforce planning that effectively uses organisational resources to achieve business goals
- Resolve any barriers to recruiting and retaining people of diverse cultures, backgrounds and experiences
- Encourage team members to take calculated risks to support innovation and improvement
- Align systems and processes to encourage improved performance and outcomes

Advanced

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

COMPLEMENTARY CAPABILITIES			
Capability group/sets	Capability name	Description	Level
 Personal Attributes	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Advanced
	Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Advanced
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Adept
 Relationships	Communicate Effectively	Communicate clearly, actively listen to others, and respond with understanding and respect	Advanced
	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Advanced
 Results	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Advanced
	Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Advanced
 Business Enablers	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	Highly Advanced
	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Adept
 People Management	Manage and Develop People	Engage and motivate staff and develop capability and potential in others	Advanced
	Inspire Direction and Purpose	Communicate goals, priorities and vision, and recognise achievements	Advanced
	Manage Reform and Change	Support, promote and champion change, and assist others to engage with change	Advanced

Executive Director Technical Advisory Services

- Leading edge reform shaping our renewable energy future
- High impact role in delivering Renewable Energy Zones
- Lead network design and solution of REZ infrastructure

The Energy Corporation of New South Wales will deliver Australia's first Renewable Energy Zones (REZs) in the Central-West Orana, New England, South-West, Hunter-Central Coast and Illawarra regions, as set out in the NSW Electricity Infrastructure Roadmap, Electricity Strategy and supporting legislation. The REZs will be modern day power stations, providing cheap, reliable energy for NSW homes and businesses while driving jobs and investment into regional NSW.

The Energy Corporation will coordinate the development of new transmission, generation and storage within each REZ and across NSW, working closely with Government, industry, communities and landowners to ensure timely and efficient development of new energy infrastructure and coordinated investment. It will also work directly with communities to maximise the flow of jobs and economic benefits to host regions and realise opportunities for long term regional development.

In this role reporting to the Chief Executive, you will lead the technical and expert advice to the Corporation, the Government and REZ program members, to ensure the successful and optimal integration of REZ infrastructure to deliver secure and reliable energy supply to electricity customers. The role manages the procurement and sourcing of technical expertise for infrastructure projects as required and maintains strong links with technical, research and professional bodies to ensure the Corporation is at the forefront of technical and scientific expertise with regard to renewable energy infrastructure.

We are seeking a talented senior executive with a combination of technical expertise and executive gravitas. You will have achieved postgraduate qualifications in electrical engineering, civil engineering or equivalent. You will have demonstrated significant experience as a senior executive of an energy organisation or a high-profile role within the electrical and energy engineering sector. You will be able to demonstrate extensive experience in leading complex technical advisory, project management services and understand infrastructure integration within established electricity networks.

This is a unique opportunity get in on the ground floor of setting up a new organisation to deliver once-in-a-generation, leading edge reform that creates a significant legacy for NSW.

To apply and for a copy of the Candidate Information Pack please go to www.derwentsearch.com.au and search the role title. Your application should include a cover letter highlighting your suitability and a resume. For enquiries and further information please contact Derwent by email at publicsector@derwentsearch.com.au or call Jason Scoble on (02) 9223 1855.

Applications close: 14th February 2021.

The Application and Selection Process

COVID-19

In this dynamic and challenging environment, Derwent and the Energy Corporation NSW are responding to changes to ensure the safety and equity for all applicants and stakeholders. Interviews will be held in accordance with NSW Health guidelines and may be appropriately conducted in person or by video conference. We are happy to discuss this in greater detail with potential candidates and ensure that we are protecting the health and safety of everyone we work with.

Candidate Care

We are committed to ensuring that potential applicants and candidates are treated respectfully and fairly. Derwent consultants are available to field inquiries and ensure that applicants are informed about developments as they become available. Candidates who are shortlisted and complete assessments including interviews will be offered a feedback session to discuss their experience and the assessment results.

Applications

Closing date: Sunday, 14 February 2020

Applications:

All applications are to be received by Derwent. To apply, please go to <https://www.derwentsearch.com.au/job-search> and search the role title. Your application should include a resume and a cover letter highlighting your suitability.

Inquiries:

Contact Derwent by email publicsector@derwentsearch.com.au and we will reply with information and arrange a convenient time to speak as required. Derwent will maintain confidentiality with respect to contact by potential applicants.

Selection process

Derwent will conduct a review of applications for the Energy Corporation NSW to consider and select a candidate shortlist to attend an interview with the selection panel. The interview will reflect the Essential Requirements and Focus Capabilities provided in the Role Description.

Candidates may also be required to complete additional assessments such as a presentation, personality profile and cognitive ability assessments. Further information and sufficient notice regarding additional assessments will be provided, and reasonable adjustments will be provided for candidates with a disability.

Reference Checks

For candidates in final consideration, at least two referees will be contacted with permission before an offer is made. Any written references provided will also be checked and additional referees may be sought to further understand a candidate's merits for the position.

Pre-employment verification and background checks

Before an offer of employment is made the following checks will be undertaken:

- Academic Qualification Check
- Professional Membership Check
- Criminal History Check
- Employment History Check
- Financial Regulatory and Bankruptcy Check.

Thank you for your interest in the Energy Corporation of NSW.