

Position Title:	Electrical Fitter
Reports To:	Resource Pool 1 Supervisor
Direct Reports:	Nil
Location:	Christchurch
Status:	Permanent Full-Time
Date:	June 2017 (version 1)

Organisational Profile

To be the best electrical distribution contractor in New Zealand. To be regarded as the best, Connetics will be;

- The safest
- The most technically capable
- Unmatched in performance/delivery

Job Purpose

To work collaboratively within the Resource Pool 1 team and across the Operations team, carrying out electrical substation construction and maintenance tasks. This role may require travel outside the Canterbury region and may be required to be on regular rostered standby.

Key Relationships/Customers

Internal

Key points of contact:	Nature of relationships
Resource Pool Supervisor	Reporting Line, regular contact, update on relevant issues
Resource Pool Manager	Regular contact, update on relevant issues
Operations Manager	Manager of section
Field based employees	Work alongside field based staff on a daily basis, provide advice / support
Wider Operations team	Collaborative relationship to achieve mutual goals
Project & Planning Services team	Collaborative relationship to achieve mutual goals
Commercial & Pricing team	Collaborative relationship to achieve mutual goals
Technical and HSE team	Collaborative relationship to achieve mutual goals
Office based and Warehousing staff	Collaborative relationship to achieve mutual goals

External

Key points of contact:	Nature of the relationship
Network Owners	Interaction to achieve customer's requirements
Other Customers	Interaction to achieve customer's requirements
Contractors	Contact related to achieving customer's requirements

Key Accountabilities

Electrical Fitter Work (including Fault Work)	<p>Work collaboratively across the Operations team and wider Service Delivery team, providing a comprehensive and quality electrical fitter service to support quality, safe and efficient delivery of Connetics' projects.</p> <p>Key tasks:</p> <ul style="list-style-type: none"> • Undertake construction and maintenance of substations and associated equipment as directed • Understand customer and network technical requirements • Ensure all documentation is completed on time and to Connetics standards • Ensure all relevant information including issues is made available to all parties in a timely manner • Perform tasks in a way which maximises safety and productivity • Proactively manage any safety concerns at all times • Ensure site safety requirements are adhered to at all times and that the site is secured appropriately • Take ownership of job, planning work to optimise safety, efficiency and productivity • Complete jobs within budget and agreed timeframes • Behave in a way that supports a strong team culture both on site and across the Connetics structure • Assist colleagues within team when needed • Maintain a high level of customer service • Maintain all competencies required for role • Provide training in electrical fitting work as required • Assist in the field with scheduled and emergency work as required • Be available for rostered standby if required
Health & Safety Leadership and Culture	<ul style="list-style-type: none"> • Model the expected Health & Safety behaviours for Connetics. • Ensure Connetics compliance with Health and Safety legislation at all times. • Provide support to the H&S teams in change related matters. • Keep yourself safe and follow all processes in the Connetics H&S system, providing feedback on any improvements that can be made.

Compliance	<ul style="list-style-type: none"> • Ensure all technical equipment is compliant and replaced when required • Complete all documentation to compliance standards • Follow correct specifications and work and safety procedures • Ensure all job documentation is completed • Comply with all Connetics and Government legislative policies, procedures, regulations and Acts at all times including when travelling outside the Canterbury region for the purpose of conducting or completing work
Continuous improvement	<ul style="list-style-type: none"> • Strong focus on identifying and suggesting ways to improve practices and processes that are hampering the smooth operation of the day to day running of the business.
Emergency Response in Adverse Events	<p>Support Connetics to provide an emergency response in emergencies and adverse events including weather events. In most situations this will be normal work but may include secondment to different teams and / or different tasks and potentially different locations suited to the individual's ability and circumstances to enable the provision of comprehensive support to customers and communities.</p>
Team Work and Support	<ul style="list-style-type: none"> • Always act for the good of Connetics and in full support of the Connetics goals • Keep Resource Pool Manager informed of all concerns in a timely manner • Ensure required documentation is available • Provide back up to other team members as required • Foster and develop effective relationships with team members and all other internal and external customers • Foster and support a learning environment within the Operations and wider Connetics team by; <ol style="list-style-type: none"> 1. Sharing technical knowledge and expertise; 2. Providing training to staff as required; 3. Sharing relevant customer knowledge to enhance customer service

Qualifications and Experience

Qualification / Experience	Essential	Desirable
Registered Electrician with current practicing licence	✓	
Level 4 National Certificate in Electrical Supply (Electrical) or equivalent	✓	
Significant experience in construction and maintenance of HV equipment and an understanding of network protection	✓	
Experience reading and interpreting utility plans	✓	
Attainment or study towards Level 5 Qualification in Electrical Supply (Electrical) or equivalent		✓
Relevant network certifications	✓	

Experience in industry and related regulations		✓
Current and valid driver's licence	✓	
Heavy traffic class 5 licence		✓
Forklift licence		✓

Key Capabilities to be confirmed once capability framework is completed

Living our Vision and Values	Keeping Connetics' vision and values at the forefront of decision making, our behaviours and actions.
Customer Focus	Ensuring that Connetics has a strong service orientation; the customer perspective is a driving force behind business decisions and activities; developing and implementing practices that meet customers' and Connetics' needs.
Managing Work	Effectively managing own time and resources to ensure that work is completed efficiently.
Continuous Improvement	Taking action to improve existing conditions and processes; identifying improvement opportunities, generating ideas, and implementing solutions
Delivering Results	Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing tasks; sets own standards of excellence rather than having standards imposed.
Decision Making	Identifying and understanding issues, problems, and opportunities; using effective approaches for developing solutions; taking appropriate action.
Applied Learning	Learning and applying new job-related information in a timely manner.

Organisation Chart

