



POSITION DESCRIPTION



Position title: Senior DSO Design Engineer

Reports to: DSO Engineering Manager

Group: Energy Services

Revision (m/y): 11/23

Unit: DSO

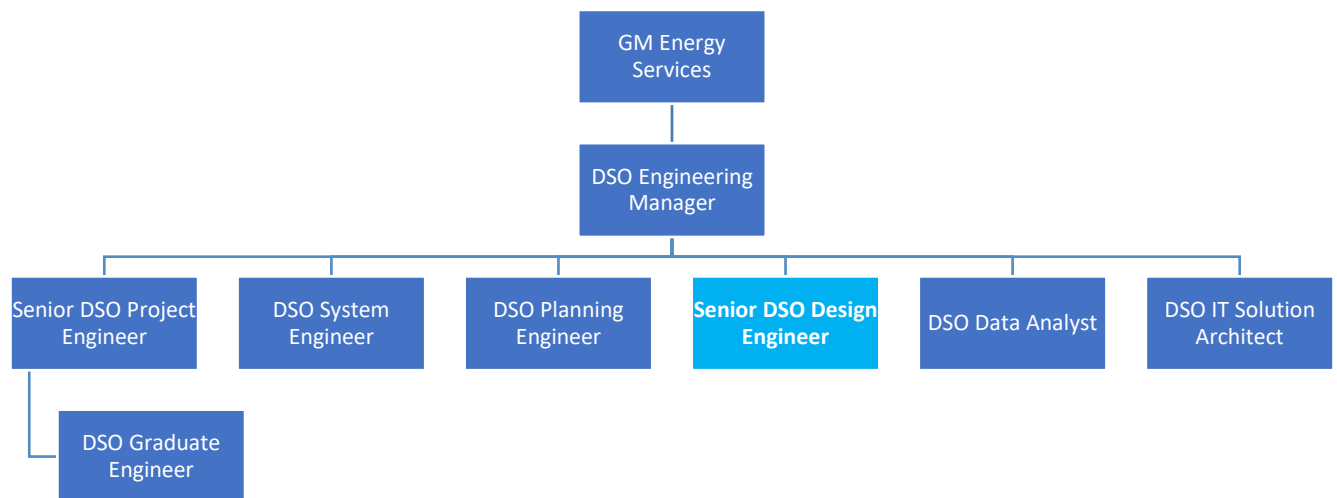
Date: 14 November 2023

Purpose

To lead the transition to the smart flexible distribution network of the future; enabling WEL to realise its ambition of becoming a Distribution System Operator (DSO).

To be responsible for the DSO engineering design function, which enables integration of new technology into the network, enabling WEL to operate as a DSO.

Reporting Structure



Resource Accountabilities

Staff numbers Nil

Capital Budget TBC

Operating Budget TBC

Expense Authority As per Level 4 of DFA

Performance Outputs

Key Result Areas (What/Result)	Key Tasks / Activities (How)	Performance Measures (Quantity, Quality, Time, Cost)
DSO Engineering Design Function Leadership	<ul style="list-style-type: none"> • Ensure effective overall development of the DSO engineering design, including solutions for DER integration, metering technology, non-network solution implementation, by living the values, agreeing accountabilities and standards of performance • Provide mentoring support to junior engineers 	<ul style="list-style-type: none"> • Work plans are created for DSO Engineering Design functions • Design standard and template • Organisational culture/climate indicators and metrics are met • Junior engineers are supported to develop their professional capabilities
DSO Engineering Design Work Delivery	<ul style="list-style-type: none"> • Develop DSO engineering scope documents and high level designs • Manage and co-ordinate the technical aspects of projects including detailed design, setting implementation and technical review • Implement DSO engineering standards and design template • Carry out modelling work in simulation software • Provide regular and timely work plan status updates 	<ul style="list-style-type: none"> • Clear design strategy and workflows are created • Apply quality control in engineering design process • Complete engineering design requirements to meet task scope • Engineering standard and design template is up to date • Technical assessment is completed in a timely manner • Capture lessons learned from previous works
Provide Support to Other DSO Functions	<ul style="list-style-type: none"> • Provide support to DSO Planning function, includes constraints study, concept design, scenario planning, customer initiated work 	<ul style="list-style-type: none"> • Meet the expected support level for planning support requirements

	<p>support, regulatory and compliance reporting</p> <ul style="list-style-type: none"> • Provide support to DSO Project Delivery function to achieve best project outcomes • Provide support to DSO system operation, incident investigation and system optimisation 	<ul style="list-style-type: none"> • Provide good customer services and professional advice for customer requests • Meet project support requirements to ensure project is delivered as planned • All operation support tasks are delivered timely
Work with the wider team to achieve our DSO goals	<ul style="list-style-type: none"> • Strong working relationships across the organisation and external parties • Project delivery activities coordinated with Asset management team, IT team, commercial team, and delivery teams • Participate and contribute to improvement projects 	<ul style="list-style-type: none"> • Project activities are coordinated across WEL and external stakeholders • Achievement of agreed project measures
Targeting “Best in Safety”	<ul style="list-style-type: none"> • Promotion of good safety management practices • Participation in safety and wellness activities • Being a safety leader 	<ul style="list-style-type: none"> • WEL’s health and safety policies and procedures are adhered to at all times
To work in and promote a ‘Best in Service’ attitude to all endeavours	<ul style="list-style-type: none"> • Engage within the business and with community / external stakeholders in a way that supports ‘Best in Service’, always. 	<ul style="list-style-type: none"> • WEL’s reputation is enhanced in the community • You are known for your excellent customer service

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Person Specification

Qualifications	Essential	<ul style="list-style-type: none"> • Bachelor of Engineering (Electrical) or equivalent tertiary degree • Relevant knowledge in emerging technology interface
	Desirable	<ul style="list-style-type: none"> • Chartered Engineer • Safety in Design
Experience	Essential	<ul style="list-style-type: none"> • A minimum of 5 years relevant industry experience • Experience in Electricity Distribution Networks • Solution development and engineering detailed design • Network load flow modelling • Understand secondary equipment (protection, communication and control equipment) design and implementation
	Desirable	<ul style="list-style-type: none"> • Experience with Distributed Energy Resources (DER) • Experience in engineering software configuration, e.g. DERMS, NMS, RTU / PLC / Gateway devices • Internet protocol and serial communication knowledge
Role Specific Competencies	<ul style="list-style-type: none"> • Integrity: Demonstrates consistently high integrity, professionalism and business ethics. • Leadership: Motivates, empowers and manages others to achieve business goals. • Teamwork: Works co-operatively as part of the team. Actively seeks out and listens to the views and ideas of others. Shares information and knowledge freely. • Collaboration: Works with peers and others across the business to achieve win-win results, and drives behaviour to optimise business outcomes rather than department outcomes. • Problem Solving / Critical Thinking: Analyses issues and breaks them down into their component parts. Able to gather a wide range of information, comprehend and make systematic and rational judgements based on relevant information. 	

	<ul style="list-style-type: none"> • Achievement Focused: Demonstrates a readiness to make decisions, is resilient and proactive when facing difficult issues, and takes initiative and originate action. • Communication: Speaks clearly, fluently and in a compelling manner to both individuals and groups. Writes in a clear and concise manner, using appropriate grammar, style and language for the reader. • Negotiation: Listens, comprehends and empathises with parties to develop relationships and rapport with others. • Technical Ability: Provides high quality analysis, processes and developments using the tools provided. • Planning and Organising: Organises and schedules activities and resources efficiently. • Customer Focus: Dedicated to providing a prompt, efficient and personalised service to clients (internal/external) and works hard to ensure that individual client needs are met. • Quality Orientation: Has a very high attention to detail. Shows awareness of goals and standards. Follows through to ensure that quality and productivity standards are met.
--	--

Our Purpose

Enabling our *communities to thrive*

Our Vision

To create and support an *innovative and sustainable energy future*

Best in Service

So we have the *trust of our community*



Best in Safety

Every Day - **Home Safe**



Our Values



Agile

We listen to ideas, we explore opportunities and we adapt to changing situations with an open mind. When change is needed we make sure we understand why and we make it work. We're flexible and we respond professionally to change.



Build the business

We make sure our day to day activity is sound while exploring ways to improve the way we work or things we do. We often ask "is there a better way to do this?" and we investigate options.



Care for each other, the customer and our assets

We work as a team across the business to do things the right way. We treat others with respect, listening to their needs so we can deliver a reliable and safe service to our communities.



Do the right thing

We make decisions with integrity and when we can, we help others make the right decision for their situation. We're open, honest and trustworthy. We speak up if we feel we should and we listen to others.



Every Day - Home Safe

We lead by example to keep ourselves, our workmates and our communities safe. We use the right equipment, we challenge unsafe acts and we say no if we think it's not safe.