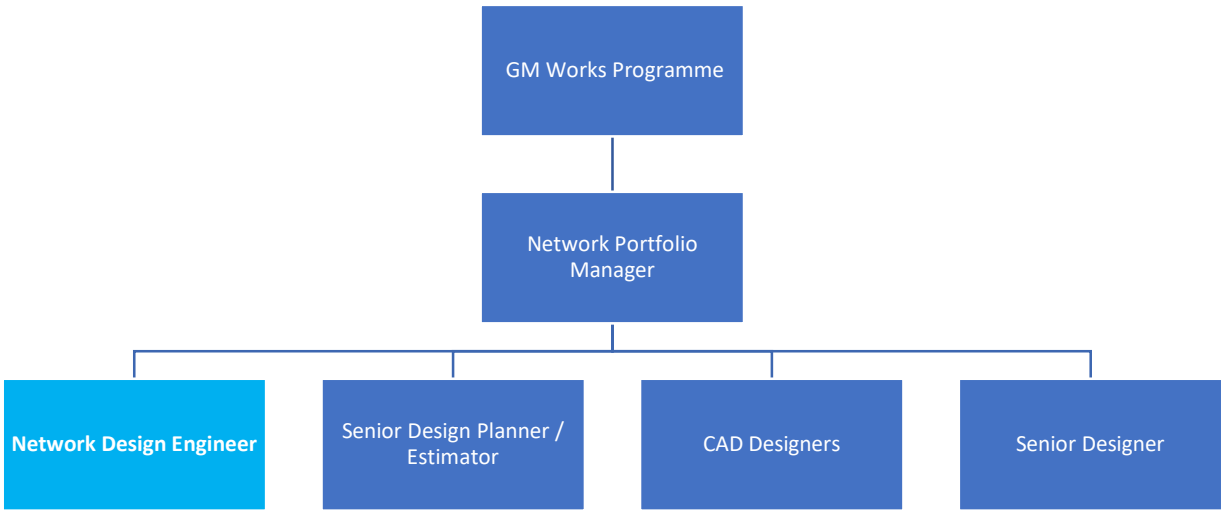
POSITION DESCRIPTION

Position title:	Network Design Engineer		
Reports to:	Network Portfolio Manager		
Group:	Works Programme	**Unit:**	Network Portfolio
Revision (m/y):	07/25	**Date:**	17 October 2025

Purpose

To undertake Substation and Network Design works and ensure they meet safety, customer, operational, quality and commercial requirements by applying professional design and estimating practices throughout the design process. The Network Design Engineer role is central to the smooth and efficient delivery of design projects, through providing detailed plans that support the design and implementation process while collaborating with the Designers and Project Managers to assure safe constructability.

Reporting Structure



Resource Accountabilities

Staff numbers	Nil	**Operating Budget**	TBC
Capital Budget	TBC	**Expense Authority**	TBC

Performance Outputs

Key Result Areas (What/Result)	Key Tasks / Activities (How)	Performance Measures (Quantity, Quality, Time, Cost)
Engineering Design Function Leadership	• Ensure effective overall development of the engineering design by living the values, agreeing accountabilities and standards of performance • Support the ongoing development of business unit functions for the sustained achievement of the organisations strategies and goals	• Work plans are created for Engineering Design functions • Design standard and template • Organisational culture/climate indicators and metrics are met • Technical output is thoroughly reviewed and meets a high standard, ensuring it is ready to be published for a wider audience
To provide safe and cost effective, conceptual and detailed design solutions for electricity supply infrastructure	• Support the successful delivery of projects through high quality design using Safety in Design principles and Works Programme processes • Identify the scope of customer and PDD requirements • Use and assist with improvements and maintenance of the Compatible Unit Estimation tool • Work with colleagues and managers in lifting and promoting good technical practices, which underpin quality goals for WEL Networks • Provide assistance to manager/team leader/project manager/planner as required	• Acceptance of solution and design • Compliance with WEL's relevant pricing and budgeting rules • Timely delivery of planning activity of the Works Programme processes • Alignment between design and as-built • Acceptance of planned work orders • Completion within agreed timeframes • Minimisation of rework • Positive feedback from customers • Compliance with all WEL policies, procedures, work method statements and standards

	• Support the project governance and resource model, and work closely with colleagues to bring an end to end project perspective • Identify, address, or escalate issues where bottlenecks are occurring in workflows, and contribute as a team player in all allocated projects	

Support the goals of excellence in Asset Management at WEL	• While contributing to the maintenance, operation, servicing, renewal, design, planning, installation, and disposal of WEL's permanently connected Network Assets and Network Management Systems:
	  ○ Participate in Asset Management activities that align to the Asset Management Policy
	  ○ Contribute to the achievement of WEL's Asset Management Objectives (as detailed in the Strategic Asset Management Plan (SAMP))
	• Support Asset Management assurance initiatives and activities
		• Alignment to SAMP objectives
		• Alignment to project proposal delivery timeframes

Contribute to continuous improvement	• Contribute to the continuous improvement culture through targeted process improvements which makes Works Programme function better, faster, and with greater agility	• Achievement of agreed project measures

To participate and contribute to projects	• Undertake special projects for WEL when required • Undertake continuous improvement projects as and when required	• Achievement of agreed project measures
Targeting "Best in Safety"	• Promote and implement good safety management practices • Participate in safety and wellness activities • Being a safety leader, including by modelling good health, safety and wellbeing practices	• 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	• Engage within the business and with community / external stakeholders in a way that supports 'Best in Service', always	• 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**	• Recognised BE Electrical or equivalent degree
	Desirable	• CP Eng
Experience	**Essential**	• A minimum of 5 years' experience in the construction or design of electricity network infrastructure • Safety in Design: Understands and is able to apply Safety in Design to optimise build and operational safety • Practical Action Orientation: Demonstrates a readiness to make decisions, take initiative and originate actions that have practical benefits • Problem Solving & Analysis: Analyses issues and breaks them down into their component parts. Makes systematic and rational judgement based on relevant information
	Desirable	• Knowledge of the WEL network • Experience in the use of SAP or similar software
Role Specific Competencies	• **Integrity**: Demonstrates consistently high integrity, professionalism and business ethics. • **Critical Thinker**: Ability to gather a wide range of information, comprehend and provide insight. Shows thought leadership in area of expertise. • **Problem Solving**: Analyses issues and breaks them down into their component parts. Makes systematic and rational judgement based on relevant information. • **Achievement Focused**: Demonstrates a readiness to make decisions, is resilient and proactive when facing difficult issues, and takes initiative and originates 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. • **Decision Making and Critical Thinking:** Possesses well developed judgement that enables the effective evaluation of issues and decisions to be made, even with the absence of full information.	

	• **Influencing and Negotiating:** Reads situations, articulates points of view, builds trust, and develops relationships that enable positive influencing of people at all levels. • **Commercial Awareness**: Understands and applies commercial and financial principles. Views issues in terms of revenue, costs, profits, markets and added value. • **Flexibility**: Successfully adapts to changing demands and conditions • **Teamwork**: Works co-operatively as part of the team. Actively seeks out and listens to the views and ideas of others. • **Leadership**: Inspires, motivates, and guides others toward goal accomplishments. Consistently develops and sustains cooperative working relationships. Provides mentorship to others within the organisation.

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

A	**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.
B	**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.
C	**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.
D	**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.
E	**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.