



POSITION DESCRIPTION



Position title: Protection Engineer

Reports to: Engineering Team Leader

Group: Asset Management

Revision (m/y): 1/2026

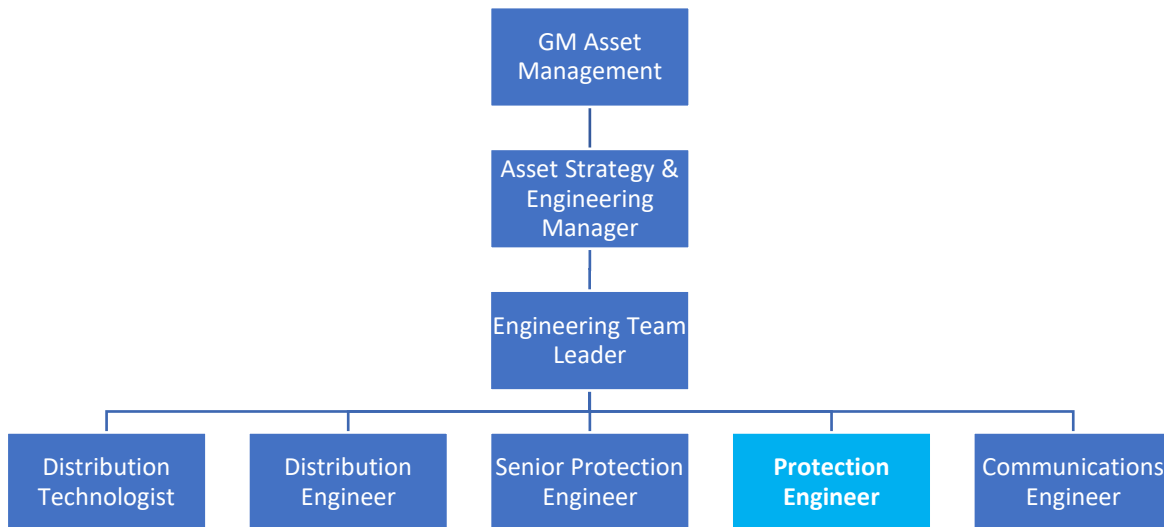
Unit: Asset Strategy & Engineering

Date: 27 January 2026

Purpose

To assist and support WEL's protection and associated control and instrumentation (C&I) systems. This includes system architecture, system performance, meeting future needs and liaising with the Lifecycle Engineering team to optimise asset replacement.

Reporting Structure



Resource Accountabilities

Staff numbers Nil

Capital Budget Nil

Operating Budget Nil

Expense Authority As per Level 5 of DFA

Performance Outputs

Key Result Areas (What/Result)	Key Tasks / Activities (How)	Performance Measures (Quantity, Quality, Time, Cost)
<p>Contribute to the protection and associated C&I system on WEL's network</p>	<ul style="list-style-type: none"> • Support the development and maintenance of technical standards, technical templates and tool sets <ul style="list-style-type: none"> ○ Consider protection and C&I requirements within a changing network environment ○ New technology evaluation and development • Provide protection and C&I services <ul style="list-style-type: none"> ○ Setting calculation, file preparation and/or documentation for protection ○ Checking of documentations prepared by consultants • Collaborate with project team members for project work • Track and manage the performance of the WEL protection system <ul style="list-style-type: none"> ○ Design and implement performance measures from a detailed view up to a management dashboard ○ Identify areas for improvement and lead initiatives to improve the WEL protection and control system • Develop and maintain protection and C&I system processes and database 	<ul style="list-style-type: none"> • Protection and C&I system reliability statistics maintained to acceptable standards. • Dashboards created, monitored and performance reported regular reporting channels and to address specific issues or events. • Processes and information kept in the system are accurate and fit for purpose. • The protection and C&I design and setting system is comprehensive, transparent, coherent and with a view for future. • Ensure relevant parties are inducted and trained for the system. • Develop investment cases to drive protection improvements managing cost and risk.

	<ul style="list-style-type: none"> ○ Manage the protection and C&I equipment setting lifecycle and processes ○ Maintain the databases ● Contribute to long-term asset management strategy and capital expenditure planning 	
Design support	<ul style="list-style-type: none"> ● Provide protection design support to the Distribution Portfolio team and Network Portfolio team ● Carry out reviews of externally designed protection systems 	<ul style="list-style-type: none"> ● Protection design support is completed in a timely manner so that projects are successfully delivered on time and on budget.
Lift WEL's protection and control capability	<ul style="list-style-type: none"> ● Support improvement projects targeting WEL's management of protection, WEL's protection performance and WEL's management of protection work ● Identify, design and lead training and development to lift the protection capability of WEL and WEL Services 	<ul style="list-style-type: none"> ● WEL more effectively manages protection systems. ● WEL's protection is quicker, safer and more effective. ● Staff within WEL and WEL Services are capable of addressing a wider range of protection challenges in less time. ● Protection technicians and engineers develop the collective understanding and experience to undertake a full range of protection design and development tasks.
Design WEL's protection and control system to enable future distribution technology including Distributed Energy Resources (DER) and Distribution System Operator (DSO) enablers	<ul style="list-style-type: none"> ● Identify, design and lead projects that test and prove WEL's ability to incorporate new technology into the WEL system 	<ul style="list-style-type: none"> ● Protection design standards maintained for: <ul style="list-style-type: none"> ○ Network connected battery. ○ Network connected micro-grid. ○ Network connected solar and other DER.

	<ul style="list-style-type: none"> • Support the development and update of standards to support two-way power flow • Contribute protection guidance to the Network Innovation & Performance team and other technology initiatives • Enhance testing and commissioning requirements for DER 	<ul style="list-style-type: none"> ○ Substation and feeder protection for two-way power flows.
Secondary asset lifecycle management	<ul style="list-style-type: none"> • Support Lifecycle Engineering Team in the development, maintenance and execution of the protection asset lifecycle and spares strategy 	<ul style="list-style-type: none"> • Protection asset status and strategy are understood and reviewed on an annual basis.
To provide general engineering support to the business as a member of the Engineering Team	<ul style="list-style-type: none"> • Power system issue diagnostic, fault and event analysis in both proactive and reactive manner • Identify the need for internal systems and processes to support the network requirements • Perform the role of Commissioning Engineer for the assigned projects • Develop and prepare project or business plan • Power system modelling for operational planning as needed 	<ul style="list-style-type: none"> • Issues are analysed and action plan proposed in an efficient manner. • Timeliness and performance are met of assigned projects.
To participate and contribute to wider engineering projects	<ul style="list-style-type: none"> • Undertake special projects for WEL when required 	<ul style="list-style-type: none"> • Achievement of agreed project measures.

	<ul style="list-style-type: none"> • Undertake continuous improvement projects as and when required 	
Targeting “Best in Safety”	<ul style="list-style-type: none"> • Investigate and implement protection changes that reduce risk and improve safety • Promotion of good safety management practices • Participation in safety and wellness activities • Being a safety leader 	<ul style="list-style-type: none"> • Implement safety improvements through protection and C&I initiatives. • WEL’s health and safety policies and procedures are always adhered to.
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"> • BEng or tertiary level qualification in electrical engineering
	Desirable	<ul style="list-style-type: none"> • Power System Protection qualification such as the PSP course or equivalent
Experience	Essential	<ul style="list-style-type: none"> • Minimum of two years' direct experience in the field of protection systems, designing architectures, setting and documentation
	Desirable	<ul style="list-style-type: none"> • IEC 61850 experience • Strong field engineering experience, such as the commissioning of HV protection system • Distribution network experience
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. • 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. 	

	<ul style="list-style-type: none">• 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.
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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.