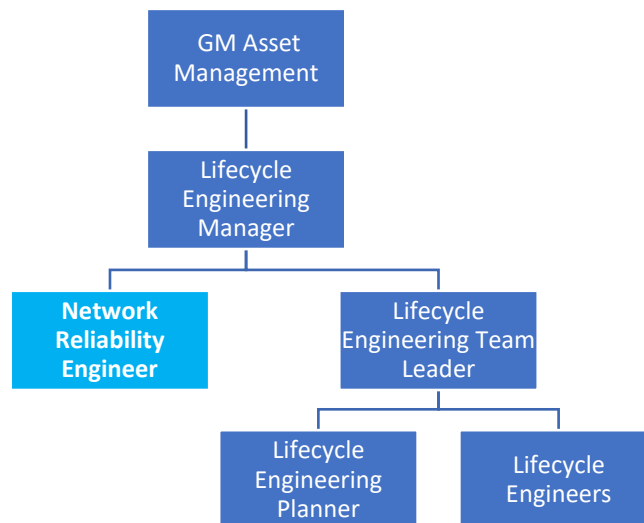| Position title:	Network Reliability Engineer		
Reports to:	Lifecycle Engineering Manager		
Group:	Asset Management	Unit:	Lifecycle Engineering
Revision:	2/2026	Date:	19 February 2026

Purpose

To lead asset reliability and network performance within the Asset Management team. The Network Reliability Engineer will monitor the performance of network assets and target measurement, analysis, maintenance and asset replacement to achieve greater asset and network reliability. This includes refining WEL's strategic guidance documents through to tactical implementation and continual improvement of our systems and processes.

This position will have no direct reports but it is expected that in order to deliver their objects they will work closely with the Lifecycle Engineers and the Engineering Team.

Reporting Structure

Resource Accountabilities

Staff numbers	0	**Operating Budget**	TBC
Capital Budget	TBC	**Expense Authority**	As per Level x of DFA

Performance Outputs

Key Result Areas (What/Result)	Key Tasks / Activities (How)	Performance Measures (Quantity, Quality, Time, Cost)
Asset Performance	• Gather, analyse and interpret reliability data. • Gather, analyse and interpret fault cause data. • Target preventative maintenance and network measurements to inform asset replacement strategies.	• Asset Reliability statistics. • Faults statistics and reports. • Vegetation site risk ranking.
Asset Strategies	• Create/update asset strategies for all major asset groups. • Outline asset replacement expectations for the AMP period and beyond. • Guide the Lifecycle Engineers and Lifecycle Engineering Planner in developing Maintenance Plans in alignment with the principles of Reliability Centred Maintenance (RCM). • Aligning the maintenance plans with the Reliability Centred Maintenance (RCM) principles and methodology.	• Asset Management Plans (AMP). • RCM principles are to be adopted in updating the maintenance plans.
Maintenance Documentation	• Guide the Lifecycle Engineers and Lifecycle Engineering Planner in creating Standard Maintenance Procedures (SMPs),	• Standards Maintenance Procedures. • Maintenance Engineering Specification documents.

	Maintenance Engineering Specifications (MES).	
Regulatory Reliability Performance Metrics	• Implement Default Price Pathway (DPP) determinations published by the Commerce Commission.	• Evaluate regulatory framework updates and requirements for regulatory reliability performance metrics. • Analyse historical outage data within the prescribed period to update regulatory targets and caps. • Monitor and report on WEL's reliability performance.
To contribute to the coordination and implementation of maintenance programmes	• Guide the Lifecycle Engineering Planner in: o Generate work requests/ notifications. • Liaise with Works Coordinators.	• Maintenance programmes are supported to be delivered on time and within budget.
To support and assist the Lifecycle Engineers in developing maintenance budgets	• Providing information from asset reliability measures. • Checking alignment of maintenance budget to asset performance.	• OpEx and CapEx budget proposal spreadsheets are updated.
To improve network performance by supporting / assisting the network Asset Lifecycle functions	• Develop business cases to resolve network performance issues, including project investment case documents (ICDs) uploaded into Copperleaf. • Provide input into the development of maintenance and capex budgets.	• The network is supported to perform optimally. • Compliance with company operational procedures and protocols. • Compliance with company H&S policies and procedures.

	• Assist with the updating of the Asset Management Plan (AMP).	• Compliance with the PSMS.
To contribute to the currency of the Maintenance Manual	• Assist with the updating of WEL's Maintenance Manual and develop standard operating procedures.	• Documentation up to date.

To contribute to the continuous improvement of asset management	• While contributing to the design, planning, installation, maintenance, operation, servicing, renewal, and disposal of WEL's permanently connected Network Assets and Network Management Systems:
	  o Participate in Asset Management activities that align to the Asset Management Policy
	  o Contribute to the achievement of WEL's Asset Management Objectives (as detailed in the Strategic Asset Management Plan (SAMP))
	• Support Asset Management assurance initiatives.
		• Active support for objectives and outcomes as detailed is evidenced.
		• WEL demonstrates excellence in asset management through retention of ISO 55001 Asset Management Standard certification.

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"	• Promotion of good safety management practices. • Participation in safety and wellness activities. • Being a safety leader.	• 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	• Appropriate tertiary technical qualification
	Desirable	• Tertiary Electrical Engineering qualification recognised by IPENZ for registration
Experience	Essential	• Knowledge of the distribution network industry • Intermediate level in Microsoft Excel™
	Desirable	• Distribution network industry experience • Knowledge of maintenance philosophies • Experience in implementing maintenance planning & strategies • SAP experience
Role Specific Competencies		• **Creativity / Innovation:** Generates new ideas and imaginative approaches to work related issues. Identifies fresh approaches and shows a willingness to question traditional thinking • **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. - **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

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.