



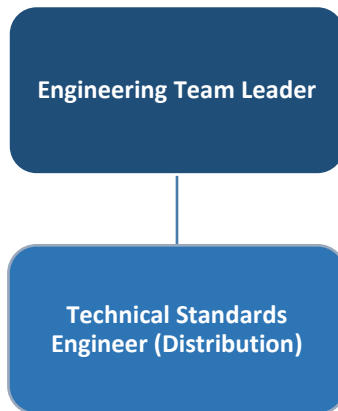
# Technical Standards Engineer (Distribution)

|                        |                         |                             |            |
|------------------------|-------------------------|-----------------------------|------------|
| <b>Reports to:</b>     | Engineering Team Leader | <b>Financial Authority:</b> | As per DFA |
| <b>Group:</b>          | Network                 | <b>Revision (m/y):</b>      | 7/2026     |
| <b>Direct Reports:</b> | 0                       |                             |            |

## Purpose

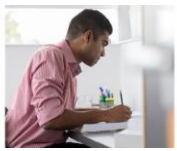
This role manages and provides specialist support to WEL’s design and construction standards framework, including the development, maintenance and improvement of relevant asset management standards, processes and technical guidance.

## Reporting Structure



## Key Accountabilities (Outcomes)

- Structure, manage and maintain WEL’s distribution network design and construction standards, drawings, processes and related technical standard collections.
- Develop new distribution standards and evaluate, document and communicate standard change proposals to meet business, regulatory, safety and operational requirements.
- Lead the introduction of new distribution network equipment, materials and technologies, including evaluation, reporting, stakeholder engagement, Engineering Change Notices and General Engineering Instructions.



- Manage and administer change initiatives and requests, including stakeholder engagement, reviewing, forecasting, prioritising and communicating work plans and progress.
- Support the development and maintenance of testing and commissioning standards, commissioning processes, Commissioning Plan templates and Inspection and Test Plan templates.
- Provide specialist project and operational engineering support, including equipment specifications, tender technical evaluations, non-standard design advice, field query responses, complex close-approach requests and peer reviews.

### Continuous Improvement & Asset Management Contribution

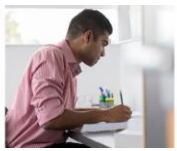
- Actively participate in Asset Management activities aligned to the Asset Management Policy, Strategic Asset Management Plan (SAMP), and associated standards.
- Identify and contribute to improvements in asset planning methodologies, lifecycle models, and analytical approaches to enhance decision quality and consistency.
- Provide feedback and insights that strengthen asset management frameworks, governance, and decision criteria based on analysis, outcomes, and emerging trends.
- Contribute to Asset Management Objectives by ensuring standards, equipment selections and technical guidance support safe, cost-effective, constructible and sustainable network outcomes.
- Maintain clear and auditable documentation for standards changes, equipment approvals, Bill of Materials updates, assumptions and technical decisions.
- Demonstrate continual improvement by incorporating lessons learned from asset performance, risk events, and investment outcomes into asset planning and modelling practices.

### Decision Authority and Scope

| Scope             | Role expectation                                                                                                                                                                                                                             |
|-------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Owns</b>       | Maintenance, coordination and quality of assigned design and construction standards, drawings, technical processes, standard Bill of Materials, commissioning templates and related documentation within approved frameworks.                |
| <b>Influences</b> | Technical standards, equipment selection, change management, field practices, commissioning requirements, close-approach assessments and asset management outcomes by providing specialist engineering advice and practical network insight. |
| <b>Recommends</b> | Standard changes, new equipment and material suitability, Engineering Instructions, Engineering Change Notices, technical solutions, process improvements and specialist consultant inputs for approval as required.                         |

### Ways of Working (Enterprise Expectations)

These expectations apply to all roles and should be demonstrated through day-to-day behaviour, decision-making and interactions across the business and with external stakeholders.



- Acts consistently with WEL's values and contributes positively to organisational performance and development.
- Champions health, safety and wellbeing, and models safe behaviours in all aspects of the role.
- Maintains a strong customer and service focus, supporting reliable delivery and positive stakeholder outcomes.
- Builds effective relationships across the business, with contractors, utilities, authorities and other stakeholders to support coordinated operational delivery.

### Capabilities That Matter Most

The role requires a technically credible engineering professional who can apply sound judgement, Safety in Design, practical field awareness and strong communication to maintain standards, support operational delivery and improve distribution network outcomes. Success depends on translating technical detail into clear guidance, engaging constructively with stakeholders and managing change in a structured, pragmatic and outcome-focused way.

- High integrity and professionalism, with consistently sound judgement and strong business ethics.
- Strong safety focus, applying Safety in Design, risk assessment, SM-EI awareness and safe work principles across standards, equipment approval and engineering decision-making.
- Collaborative working style, building effective relationships with engineering, field, project, contractor and key stakeholder groups.
- Critical thinking and problem solving, with the ability to analyse technical issues, consider risk, constructability and lifecycle impacts, enabling practical solutions.
- Achievement focus, with the initiative and resilience to prioritise work, progress change requests and deliver fit-for-purpose outputs.
- Innovation and continuous improvement mindset, with the willingness to question existing approaches and develop fit-for-purpose improvements.
- Clear communication, including the ability to write concise technical guidance and explain standards, changes and engineering requirements to varied audiences.
- Constructive negotiation and stakeholder engagement, listening to operational feedback and working with others to achieve safe, practical and sustainable outcomes.

### Essential Qualifications & Experience

- Electrical trade qualification, NZCE or equivalent technical qualification relevant to electricity network sector.
- Thorough knowledge of relevant legislation, regulations and standards, including health and safety legislation, industry good practice and local authority requirements.
- Extensive knowledge and experience in distribution network design, equipment and fittings, with a good understanding of how these relate to network and asset outcomes.



## POSITION DESCRIPTION



- Considerable experience in standards and policy development, implementation and rollout.
- Strong experience applying Safety in Design principles, risk assessment and lifecycle cost analysis to develop, justify and communicate standards and solutions.
- Practical experience in, or exposure to, field operations, field practice and construction processes, with a good understanding of how changes may affect different parts of the business.
- Experience in applying the AS/NZS 7000 overhead line design framework.
- Sound problem-solving and analytical capability, including the ability to break issues down systematically and make practical technical judgements.
- Demonstrated readiness to make decisions, take initiative and progress work in a practical and outcome-focused way.
- Experience working collaboratively across planning, engineering, project delivery and asset information functions.

### Desirable Qualifications & Experience

- Bachelor of Engineering or equivalent degree.
- Chartered Engineer status or working towards professional registration.
- Understanding of asset management frameworks and how technical standards support asset lifecycle outcomes.
- Experience in equipment evaluation, approval processes, supplier engagement and performance monitoring.
- Understanding of distribution businesses, particularly regulated electricity distribution environments.
- Knowledge of the WEL network and its design standards, systems and operational requirements.
- Experience contributing to peer review, knowledge sharing, technical discussions, external forums or continuous improvement projects within a technical team.

### Role Evolution

This role may evolve as strategy, structure and priorities change.

# 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.