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| What? | Generalist |
| Who's my manager? | People & Capability Manager + Rotation Managers |
| Where do I fit in Trustpower? | Everywhere |
| Where am I based? | Tauranga |

Why am I here?

Your mission is to develop a broad understanding of how Trustpower operates within the Utilities sector, with the purpose of developing your knowledge and skills, and encouraging collaborative and cross functional learning, thinking and decision making.

During the programme, you're going to:

- Embrace opportunities for gaining cross-functional insight and encourage collaboration across our business
- Increase connectivity and knowledge sharing between business functions
- Take action to support our Trustpower Strategy
- Develop your leadership capability
- Be a change agent

What does my mission look like?

Your programme will run for two years and you will either start in Strategy & Growth, or Community, Communications & Media –

| Department/Team | Length of time | Purpose |
|---|----------------|---|
| Strategy & Growth 1x person starts here | 6 months | To get a holistic view and understanding of where Trustpower is going and why. |
| Community, Communications & Media 1x person starts here | 6 months | To gain an understanding of how we do what we do impacts on the communities within which we operate and how internal communications align the business with strategic objectives. Includes a two week block in the COBU to gain a different perspective of how we interact with our customers. |
| Campaign Program Management | 6 months | To gain an understanding of how we develop and execute campaigns to achieve retail targets and align with our strategy. Includes a two week block with Sales to see how the Campaigns are translated into workable Sales. |
| Generation Support | 6 months | To gain an understanding of how we make decisions in Generation to align with our strategy and future plans. |

What Support will I have?

Rotation Manager – For each rotation you will report to the team or department Manager. This person will support you day to day and assign you tasks/projects, arrange any training you may need and provide you with any advice/guidance you require.

Rotation Buddy – For each rotation, you will have a buddy from within the Department (they may or may not be in your team) who you can connect with whenever you need someone to bounce ideas off, find out who can provide support to you in your individual or group work, and to provide general ongoing support. These people could be from any level of the organisation from a team mate, through to a Department Manager or Senior Leadership Team member

People & Capability Buddy – For the duration of the programme, you will be assigned a buddy from within the People & Capability team. This person can provide support, advice and guidance.

Mentor – For the duration of the programme, you will be assigned a mentor. This person will provide information and resources to help you along your development journey, as well as be another person who can offer support and guidance from a differing perspective. These people could be from any level of the organisation from a team mate, through to a Department Manager or Senior Leadership Team member.

What type of person will suit this role?

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| How you show leadership | <ul style="list-style-type: none">• initiative• willingness to challenge the status quo• as a connector - building relationships and bringing the right people together to make improvements• be self-aware and self-assured• be authentic, honest and open• be accountable and responsible for your own safety and wellbeing• create and maintain a safe working environment for yourself and your co-workers |
| How you engage collaboratively | <ul style="list-style-type: none">• actively seek feedback about how you are showing up in the business to your clients and stakeholders• work well within and across teams• actively share and expand on your knowledge base• treat everyone with respect and as equals |

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| | <ul style="list-style-type: none"> • promote a trusting environment • you do what you say you'll do |
| Energetic & engaging | <ul style="list-style-type: none"> • bring 100% to what you do • show a positive attitude • be proactive • be self-motivated • help and support others around you |
| Empowerment | <ul style="list-style-type: none"> • seek opportunities for self-development • take responsibility • identify opportunities • consistently deliver quality • give things a go! |
| Agility & adaptability | <ul style="list-style-type: none"> • you understand that change is the new constant • resilient and don't give up • embrace Activity Based Working (ABW) • can cope with ambiguity and the opportunities it presents • think creatively • be curious |
| Experience | <p>Life!</p> <p>Some work experience outside of school or tertiary study would be helpful.</p> |
| Technical Skills/Qualifications | <p>Secondary school to at least NCEA Level 1 or equivalent.</p> <p>Tertiary study would be helpful, but it's not essential.</p> |
| Interests | <p>Shows an interest in developing a broad understanding of business operations.</p> |