



What?	Graduate Engineer
Who's my manager?	Engineering & Development Manager + a dotted reporting line to the People & Capability Manager & Rotation Managers
Where do I fit in Trustpower?	Generation
Where am I based?	Tauranga + travel is required

Why am I here?

Your mission is to develop an understanding of how the Generation Division operates, with the purpose of developing your knowledge, skills and capabilities in the Engineering discipline. You will also develop and leverage networks with the Apollo Programme and Young Professionals group to encourage collaborative and cross functional learning, thinking and decision making with the wider Trustpower team.

During the programme, you're going to:

- Build on your existing foundation of knowledge and skills in the Engineering discipline
- Embrace opportunities for gaining cross-functional insights within Generation and leveraging those to identify opportunities for improvement
- Encourage collaborative and cross functional learning, thinking and decision making with the wider Trustpower team
- Take action to support our Trustpower Strategy
- Be a change agent

What does my mission look like?

Your programme will run for two years and you will either start in Production or Engineering –

Timeframe	Description
7 months 1x person start here	Production team – Operations and Maintenance. Introduction to Health and Safety requirements. In the field undertaking operations and maintenance roles, including involvement in larger overhaul work. Familiarity with maintenance management systems and processes.
7 months 1x person starts here then goes to Production.	Engineering & Development – Introduction to Health and Safety requirements. Familiarity with generation technologies and schemes. Providing Engineering support for scoping and delivering engineering works.
10 months	Projects/Programme Delivery – Familiarity with project governance, reporting, scheduling, procurement and supply chain.

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.

Buddy – For the duration of the programme, 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?

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

	<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>A tertiary qualification in Engineering.</p>
Interests	<p>Shows an interest in developing a broad understanding in Engineering.</p> <p>Shows an interesting in developing an understanding of Hydro Generation.</p>