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| Position Title   | Manager Safety  |          |        |
| Position Number  | 40787   | Location | Darwin |
| Designation  | Executive Contract Manager  |          |        |
| Reports To (Position Title)  | General Manager Assets and Operations   |          |        |
| Northern Territory Government  |   |          |        |
| Information for Applicants   | Applications must be limited to a one-page summary sheet and an attached resume/cv. For further information for applicants and example applications see: <a href="#">click here</a>   |          |        |
| Information about Selected Applicant's Merit   | If you accept this position, a summary of your merit (including work history, qualifications, experience, skills, etc.) will be provided to other applicants to enable transparency and understanding of the decision. For further information see: <a href="#">click here</a>  |          |        |
| Organisational Context   |   |          |        |
| Territory Generation is a Government Owned Corporation that was formed in 2014. We product approximately 1900GWh of electricity a year using gas, diesel and solar technologies to provide power to the people of the Northern Territory. Our vision is to be the Northern Territory's trusted and respected energy services business.       |   |          |        |
| Our actions, words and behaviours are guided by a core set of Values that form the foundation of everything we do. Our Values are <b>Focus, Integrity, Respect, Safety, Teamwork. "FIRST"</b>  |   |          |        |
| We recognise that individually, our employees offer unique value and perspective and we are committed to a workplace that supports people from all backgrounds.  |   |          |        |
| People Leader Responsibilities   |   |          |        |
| As a leader of people you are accountable for coaching, developing and leading your people to achieve agreed objectives which contribute to the shared vision for Territory Generation. You actively demonstrate the organisation's values and hold your team accountable for their performance and behaviour. Key responsibilities include: |   |          |        |
| Focus  | <ul style="list-style-type: none"><li>• Demonstrates a sound awareness of the Vision and objectives of the Corporation.</li><li>• Place highest priority on organisational goals and anticipate effects of own area plans, actions and objectives on other departments.</li><li>• Drive for results – ensure team goals and objectives link back to the organisational objectives and adjust with the needs of the business.</li><li>• Establish and monitor performance objectives for self and subordinates which support the organisational goals.</li><li>• Provide timely appropriate feedback on performance. Reinforce efforts and progress and ensure ineffective performance or behaviour is effectively managed.</li><li>• Remain self-disciplined and calm under pressure, develop realistic timelines and action plans to achieve agreed goals;</li></ul> |          |        |
| Integrity  | <ul style="list-style-type: none"><li>• Demonstrate the organisation's values. Help subordinates understand the organisation's vision and values and their importance;</li><li>• Conduct business in line with the values and high ethical standards – considers values in all business interactions;</li><li>• Ensures compliance with legal, governance and policy requirements;</li><li>• Deliver on commitments – where commitments cannot be delivered on, communicates openly and honestly and sets new timelines for delivery.</li></ul>   |          |        |
| Respect  | <ul style="list-style-type: none"><li>• Actively listen and seek information to understand circumstances, problems, expectations or needs of team mates and subordinates to improve working relationships;</li><li>• Actively support organisational goals and change initiatives – identify subordinate concerns and address in a timely manner;</li><li>• Look for opportunities to reinforce and recognise the importance of accomplishment by individuals and teams in supporting the Values through their actions.</li></ul>   |          |        |
| Safety   | <ul style="list-style-type: none"><li>• Actively promote safe work behaviours to reinforce a positive safety culture</li><li>• Ensure safety KPIs are established and achieved in own area;</li><li>• Challenge unsafe behaviours and recognise good safety behaviours;</li><li>• Monitor safety performance ensuring team takes ownership of their safety performance.</li></ul>   |          |        |
| Teamwork   | <ul style="list-style-type: none"><li>• Build positive working relationships within own team and other areas to help achieve team/department goals;</li><li>• Coach and guide direct team to accomplish work and team objectives by setting specific performance goals and following up as necessary;</li><li>• Encourages subordinates to be accountable and take responsibility for actions.</li><li>• Take an active interest in the goals and progress of other departments/areas/teams.</li><li>• Focus on personal growth and establish development plans to address gaps and which will help the achievement of performance goals.</li></ul>   |          |        |

### Role Responsibilities

You will lead the design and delivery of Workplace Health and Safety (WHS) strategies, policies, processes and systems, developing a positive safety culture throughout Territory Generation.

Your accountabilities include:

1. Develop and implement strategic initiatives, policies and practices that positively impact the WHS culture, meet the long terms goals of the business and are aligned to industry best practice.
2. Provide expert advice and direction to the CEO, Senior Managers and employees regarding the delivery of effective, contemporary and strategic WHS initiatives, with a focus on continuous improvement.
3. Lead and manage a small team responsible for developing and implementing effective WHS strategies, policies and procedures
4. Proactively influence the Executive Leadership Team in the development of a contemporary WHS culture.
5. Develop and maintain effective collaborative partnerships and strategic alliances with relevant internal and external stakeholders.
6. Develop and implement policies, systems and practices that support the desired WHS culture while complying with relevant legislation requirements.
7. Carry out duties in accordance with Territory Generation's safety, environmental and quality policies, safety principles, corporate values and strategies.
8. Actively assist staff and Managers to lead by example of safety First.
9. Lead or participate in incident investigations to ensure root causes are identified and actions implemented.

### Selection Criteria

#### Essential

1. Demonstrated ability to provide high level strategic and operational management and advice on the development and delivery of innovative and responsive Workplace Health and Safety (WHS) strategies, policies and programs to the Corporation.
2. High level skills in developing WHS strategy for an operational workforce in a complex industrial/engineering related environment.
3. Demonstrated ability to design and implement organisational change strategies and change management plans and communications strategies for WHS projects.
4. High level ability to develop and implement policy, strategies and programs in relation to WHS.
5. High level leadership and project management skills.
6. High level oral and written communication skills and the ability to communicate effectively with people of diverse cultures and influence positive outcomes with managers, staff and other key stakeholders.
7. Well-developed analytical skills, with the ability to identify and implement opportunities for continuous improvement to WHS programs and systems.
8. High level understanding and knowledge of sound business management principles and practices inherent in the development and delivery of innovative and responsive WHS strategies, policies and programs.
9. Ability to carry out duties in accordance with Territory Generation's safety, environmental and quality policies and corporate values and strategies.

#### Desirable

1. Tertiary qualifications in Workplace Health and Safety or similar.
2. An understanding of contemporary issues relating to the utilities industry.
3. Experience in the Generation Environment.

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| <b>Direct Reports</b>  |   |             |  |
| <ul style="list-style-type: none"> <li>• WHS Project Manager</li> <li>• WHS Advisor X 2</li> </ul>   |   |             |  |
| <b>Key Internal Relationships</b>  |   |             |  |
| <ul style="list-style-type: none"> <li>• General Manager Assets &amp; Operations</li> <li>• Executive Leadership Team</li> <li>• Manager people and Capability and staff</li> <li>• Managers</li> <li>• Corporation staff</li> </ul> |   |             |  |
| <b>Key External Relationships</b>  |   |             |  |
| <ul style="list-style-type: none"> <li>• NT Worksafe</li> <li>• Other WHS &amp; Environmental regulatory Bodies</li> <li>• Unions</li> </ul>   |   |             |  |
| <b>No. of Employees Reporting (approx)</b>   |   | 3           |  |
| <b>REVIEW / AUTHORISATION</b>  |   |             |  |
| <b>HR Review:</b>  |   | <b>Date</b> |  |
| <b>General Manager Assets &amp; Operations:</b>  |   | <b>Date</b> |  |
| <b>Pre-Employment medicals are a requirement for all Territory Generation positions</b>  |   |             |  |
| <b>Apply online:</b>   | <a href="https://jobs.nt.gov.au/Home/JobDetails?rtfld=206893">https://jobs.nt.gov.au/Home/JobDetails?rtfld=206893</a> |             |  |
| <b>Closing date:</b>   | 25/02/2021  |             |  |