

About the job

Middleton Group is an Australian owned and operated consultancy of engineers and project managers who thrive on solving complex power and energy challenges through innovation, collaboration and engineering excellence. We specialise in all the major engineering market segments including transportation, sustainable energy, industrial and power utilities.

Our services include:

- Strategy and planning
- Design and engineering
- Project management and delivery
- Operations and maintenance

We believe it is our responsibility to create a sustainable energy future for our communities. We understand that it is incumbent upon every individual within our organisation to help our local industry partners and communities to move toward sustainable power usage and renewable energy.

At Middleton Group, we aim to develop future leaders for the industry in a collaborative environment and strive to create an exceptional place to work for our people. Working with us, you will benefit from:

- Varied and challenging work
- Ongoing training and development
- Leadership opportunities
- Equality, diversity and inclusion
- Supportive and nurturing working policies

The Team Lead – Grid Connections will contribute to growing Middleton Group as a sustainable business through leading and developing a cohesive and engaged team, that delivers high quality technical work in a timely and efficient manner for our clients. The team leader will set the tone for team culture in accordance with Middleton Group values, work with the team to ensure a balanced workload and strong staff retention, contribute to the growth of the business through the building team capability and capacity and support the winning of work and recruitment of new skills.

Key Accountabilities

Balanced resourcing

- Strategically allocate resources within the team to meet profit and utilisation targets.
- Collaborate with team members to ensure a harmonious and effective distribution of work.

People/performance management

- Foster a people-focused environment by actively managing and developing the team.
- Implement performance management strategies to enhance individual and collective performance.

Capability Development

- Facilitate access to job opportunities and training programs for team members.
- Drive initiatives for continuous skill development, ensuring the team remains at the forefront of industry trends.

Work Winning Support

- Take a lead role in crafting proposals and engaging with networks to secure new opportunities.
- Collaborate with the team to create winning strategies for business growth and client engagement.

Recruitment & Retention

- Oversee the recruitment process to attract top talent that aligns with the team's goals.
- Develop retention strategies to nurture and retain key team members.

Business Planning and Execution

- Lead the development and execution of business plans for the team.
- Work closely with leadership to align team objectives with broader organisational goals.
- Manages the operational budget of the team

Project Delivery

- Leads and drives power systems study projects to meet client and internal objectives.
- Works on multiple major projects providing innovative solutions that meet client objectives
- Takes responsibility for the quality control of technical outputs ensuring they are reviewed, checked and approved prior to issue.
- Identify and evaluate potential grid connection opportunities for renewable and new energy projects, considering technical and commercial feasibility.
- Ensure effective project management and coordination between Grid Connections and other business units to ensure seamless project delivery and client response.
- Develops and implements engineering standards and best practices to ensure compliance with industry regulations and quality requirements.
- Leads the implementation of sustainable and environmentally friendly design practices in line with the company's focus on emissions carbon reduction and community benefits.

Technical Depth & Breadth

- Distinguished record of creativity and innovation. Advances project design and project management principles, theories and concepts.
- Demonstrates high levels of cross disciplinary technical knowledge, ingenuity and creativity.

- Accomplishments contribute to state-of-the-art field in the of expertise both within Middleton group and the broader professional community.
- Have a deep understanding of AEMO National Electricity Rule (NER) for generator and load connection.
- Demonstrated ability to lead high-quality projects that prioritise the needs and expectations of stakeholders, whether they are clients, communities, or peers, resulting in successful project outcomes and driving either profitable results or business improvements.

Personal Attributes

- **Values driven** - Committed to nurturing a people focussed culture based on care, respect and accountability
- **People Focussed** - Demonstrates genuine care for staff well-being and development, fostering a supportive work culture.
- **Growth Mindset** - Seeks and embraces opportunities for development, innovation and improvement
- **Engagement & Collaboration Focussed** - Connects and inspires collaborative teamwork across Middleton Group, leading a culture of celebration and fostering an environment of engagement and collaboration.

Guidance / Initiative

- Leading a team to ensure projects from start to finish maintaining a high standard of quality, safety, are within cost and in agreed time frames
- Self-supervising within expectations of senior management.
- Provides guidance to departments/many groups of the organisation.
- Acts independently at the top organisational level. Outcomes reviewed by top Company management.
- Exercises comprehensive discretion in judgment and initiative in setting & implementing goals.

Communication / Interpersonal Skills

- Excellent written and verbal communication skills with a strong ability to influence.
- Ability to understand, communicate and manage complex engineering programs
- Strong expertise in managing conflicting commercial agendas and requirement for technical levels to be met
- Strong experience in managing numerous and complex stakeholders
- Well-developed interpersonal, negotiation and problem-solving capability
- Proactive approach to relationship building within and across project teams

Education & Experience:

- Bachelor of Engineering (BEng) in electrical engineering.
- Previous experience in managing a team of power systems engineers is preferable, but not a requirement.
- Being at a senior/principal-level power systems engineer is preferable, but not a requirement.

Middleton Group values workforce diversity and inclusion. In line with this, we strongly encourage applications from people with different backgrounds including but not limited to female leaders as part of our commitment to improving diversity at the executive level.

Location

Melbourne, Sydney or Brisbane. Workplace flexibility is important to us, and we are open to discussion on what balance works for you.

Applications are reviewed as they are submitted so we would love to hear from you as soon as possible.