

Position Title:	Technical Coach/Assessor
Reports To:	Competency Assessment Manager
Direct Reports:	N/A
Key Relationships:	Technical Capability Team Connetics Employees Industry Training and Coaching Specialists General Industry Contacts Suppliers
Primary Location:	Christchurch
Status:	Permanent, Full-Time
Version Date:	July 2022

1.0 Our Organisational Profile

Connetics is a multi-disciplined, multi-regional electrical distribution construction, and maintenance business. We maintain and develop electrical and utilities infrastructure assets for power networks, councils and private entities operating in a highly competitive contracting market. Connetics is a wholly owned subsidiary of Orion NZ Ltd (a Christchurch City Holdings Limited company) which operates within an Orion group ecosystem as the electricity distribution services unit, with an Integrated Leadership Team representing the wider Group context.

Connetics has a current turnover of approximately \$100 million, employing approximately 400 people across branches in Wellington, Central Otago, Westport, Paraparaumu as well as our head office and depots in Christchurch.

2.0 Our Strategic Context

Our Orion Group Purpose of **Powering a cleaner and brighter future** captures the contribution we want to make to the wellbeing and prosperity of our communities. Recognising we are in the midst of radical disruption in the energy sector and due to the climate change crisis, we challenged ourselves to consider how we need to adapt, remain relevant and proactively harness opportunities in the fast-evolving energy landscape. We developed our new Group Strategy to respond to the challenges facing our industry and New Zealand, and to position the Orion Group for a new, purpose-led future.

As Orion's contracting subsidiary, Connetics' core business is the design, construction and maintenance of overhead and underground power lines and associated equipment. Specialists in electrical distribution, we support Orion with the design and build expertise to maintain and develop their network. We also provide these services to other electricity distribution businesses around New Zealand and are focused on innovating, designing and delivering energy products and services for our

customers. Our Purpose *Delivering energy solutions that enable others to power a cleaner and brighter future for Aotearoa* encapsulates our role within the Orion Group Strategy.

Connetics' strategic focus areas:

Growth: To focus on growth through new customers or new products and services to current customers

Optimisation: To deliver smart and efficient processes to make us faster and improve our Operating Model

Digital: Deliver the digital services to our stakeholders (customers/employees) that they need to be successful

Culture: Deliver an engaged, welcoming, supportive, inclusive high-performance culture

3.0 Your Position Purpose

To work collaboratively within and across the Service Delivery team to provide training, coaching and assessing of skills in field of expertise. This role will have a strong working relationship with the Operations team.

4.0 Key Accountabilities

Accountability	Description of Key Tasks
Coaching, Training and Assessing	<ul style="list-style-type: none"> ▪ Work with supervisors, leading hands and technical capability team to identify skill gaps ▪ Train staff / teams as required to ensure competency of skills ▪ Ensure all training is recorded and maintained to allow for optimal compliance and to provide Managers with reliable data and statistics ▪ Establish coaching programme where appropriate ▪ Facilitate coaching and / or training programmes as required ▪ Inform HR of any non-technical related training needs ▪ Ensure training documents developed and provided are aligned with the Connetics strategy ▪ Provide a formal assessment programme in collaboration with the Technical Capability team ▪ Ensure strong industry related networks are developed and maintained to keep up to date with industry standards and trends ▪ Maintain the necessary competencies for the role as identified by Connetics
Management Reporting	<ul style="list-style-type: none"> ▪ Provide regular reporting to relevant managers / supervisor on skill and competency levels including relevant key indicators

Health & Safety	<ul style="list-style-type: none"> ▪ Model the expected Health, Safety and Environment behaviours for Connetics. ▪ Ensure compliance with Health and Safety legislation at all times for self and your team. ▪ Proactively identify and eliminate hazards and contribute to the work environment to ensure safety measures are in place, compliant and operational. ▪ Keep yourself safe and follow all processes in the Connetics H&S system, providing feedback on any improvements that can be made. ▪ Support Connetics to provide an emergency response in emergencies and adverse events including weather events. In most situations this will be normal work but may include secondment to different teams and/or different tasks and potentially different locations suited to the individual's ability and circumstances to enable the provision of comprehensive support to customers and communities.
Continuous improvement	<ul style="list-style-type: none"> ▪ Strong focus on identifying and suggesting ways to improve practices and processes that are hampering the smooth operation of the day to day running of the business.
Team Work and Support	<ul style="list-style-type: none"> ▪ Demonstrate collaborative and inclusive personal leadership, leading as a host and empowering others to perform by providing advice, support and assistance as needed. ▪ Role model expected behaviours and lead by example, proactively championing our values, mission and company/business unit initiatives ▪ Be seen as a positive role model at Connetics, acting with professionalism. ▪ Always act for the good of Connetics and in full support of the Connetics goals. ▪ Foster and develop effective relationships with team members and all other internal and external customers. ▪ Foster and support a learning environment within the immediate team and wider Connetics team by: <ul style="list-style-type: none"> ▪ sharing technical knowledge and expertise; ▪ providing training to staff as required; ▪ sharing relevant customer knowledge to enhance customer service

5.0 Your Qualification and Experience

Qualifications / Experience	Essential	Desirable	Beneficial
Registered Workplace Assessor Level 4 - Unit Std 11281 & 4098	✓		

Relevant qualification and / or experience in Adult Training / Coaching - Level 4 NZ Cert in Adult & Tertiary Teaching or Level 5 NZ2993		✓	
Registered in area of expertise with practicing licence and network certification	✓		
Relevant industry experience	✓		
Experience in industry and related regulations	✓		
Experience using training database and tracking systems	✓		
Current and valid driver's licence	✓		

Appendix 1 – Orion Group Strategy



Appendix 2

