



When Transpower is your work, your mahi, Aotearoa is powered by you.

Associate Software Engineer

Team and Division	Reports to	Location	Date
Application Services; Information Services & Technology (IST)	Software Engineering Manager	Wellington	Feb 2025

OUR PURPOSE

Whakamana i te mauri hiko tū mai Aotearoa – Empowering the energy future for New Zealand.

TEAM PURPOSE

Our Application Services group, within our Information Services and Technology Division, is responsible for managing Transpower's inventory of applications and integrations, including enterprise and critical systems - with a focus on the practical, and cost effective, integration of systems to meet business requirements through:

- Applications acquisition or development
- Applications life-cycle management
- Problem resolution
- Additions and enhancements

Enterprise and critical systems include the Market Systems, Transmission applications, Core Finance, Asset Management, Information Management and HR systems. Application Services works under guidance of Strategy and Architecture to deliver products in accordance with enterprise standards.

ROLE PURPOSE

The Associate Software Engineer works within the wider Application Services Development team which develops, enhances and operates mission-critical IT systems for Transpower that are a key part of running the NZ electricity grid and electricity market in real time. The team is collaborative and results focused with a varied and full programme of work, with many interesting and critical projects.

The Associate Software Engineer works on different project types including on-premise web application development, application integration and some cloud-based application development. The projects span new software delivery, major/minor enhancements of existing systems, lifecycle upgrades of technology stack associated with applications, and integration of SaaS / commercial software. In addition, this role will be required to operationally support systems (third-level support) and perform maintenance activities on applications.

KEY CUSTOMERS AND STAKEHOLDERS

Internal:

- Engineering Manager, Critical
- Engineering Manager, Enterprise
- Other groups within Apps Services
- Other groups within IST
- Groups within Systems Operator
- Other business divisions within Transpower

External:

- Key partners and vendors
- Outsource service providers
- Contractors



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WHAT YOU ARE EXPECTED TO DELIVER

Requirements, Analysis, Design and Development

- Work collaboratively in product teams with Architects, Principal Software Engineer, other Developers and operations staff to help define and contribute to detailed application design and development to meet requirements
- Work alongside more experienced developers, following best practice development methodologies and actively managing the quality of the delivered code
- Help ensure all software has comprehensive unit tests, is easily maintainable and configurable across different environments and has appropriate monitoring and logging
- Leverage DevOps thinking by working with tool-chains for continuous build, integration, packaging, deployment, configuration management and monitoring. Support the use of agile techniques and automated tooling for development work and actively adopt the established development pipeline
- Participate in technical problem analysis and resolution where applicable

Collaboration/Stakeholder Engagement

- Collaborate across the development and application support teams, working as part of the Application Services virtual development team
- Communicate regularly with project managers and technical team including raising risks and issues
- Promote and contribute to a positive team environment - encourage and support the immediate and wider team to work collaboratively to deliver on team priorities and Transpower's strategic goals

Governance / Assurance

- Develop understanding of and use methods, tools and technologies that align with Transpower published standards, guidelines and policies
- Follow Technical Governance processes and adhere to Application Services technical standards and guidelines. Ensure all designs and developed code is peer reviewed, identify and raise technical risks/issues/changes/decisions
- Assist in the assessment and mitigation of technical risks and issues
- Review and validate release notes, deployment plans and change requests

Documentation

- Contribute to design and other technical documentation
- Assist with and learn to prepare release notes and production change requests and maintain oversight of change implementation
- Maintain team and system documentation and knowledge bases

Quality Assurance and Testing Support

- Assist with the development, management, review and execution of test plans, test assets, assess and action results
- Conduct agreed verification activities such code reviews and unit testing as agreed in the project plan to ensure that the implemented solution matches the design

Positive Team Contribution

- Consistently demonstrate Transpower's behaviours
- Encourage and support the immediate and wider team and divisions to deliver our strategic priorities
- Proactively identify and drive continuous business improvement
- Seize on the job learning opportunities
- Team up to build enterprise-wide knowledge, cohesion and appreciation
- Be part of creating a culture of constructive feedback across all levels
- Perform other duties as required.



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Maintain Transpower's Health & Safety Culture

- Knowledgeable about Transpower's Health and Safety policies and procedures
- Know how to apply Health and Safety principles to achieve a safe and positive working environment
- Take personal responsibility for one's own health and safety and that of other employees and relevant stakeholders
- Take appropriate action to deal with workplace hazards and incidents in ways that comply with Health and Safety policies, procedures, systems and best practice
- Positively contribute to delivering a safe, zero harm workplace

KNOWLEDGE, SKILLS, EXPERIENCE

Essential

- Excellent written and oral communication skills, including documentation skills and ability to present technical concepts in an easy to understand way
- Strongly results oriented with a proactive drive for improvements
- Flexible and adaptable; able to work on different tasks and with different approaches
- Experience with the technologies listed in the technology experience section above
- Good application and integration development skills
- Good troubleshooting, analytical and problem solving abilities
- Ability to translate requirements into technical designs and specifications while creating and/or maintaining the end to end technical integrity of the system
- Experience working with applications DevOps tool-chains for continuous build, integration, packaging and deployment. Knowledge of continuous integration patterns and automation technologies
- Knowledge and experience of configuration management, quality assurance and testing methods
- Knowledge of both Agile and Waterfall software development environments

Desirable Technology Experience

- Strong coding skills in a mainstream programming language such as Java, C#, JavaScript, or Python
- IDE such as IntelliJ IDEA
- Source control systems - preferably Git
- Front-end technology such as Angular or React

EDUCATION/QUALIFICATIONS

Essential

- Bachelor's degree in Computer Science or other related field, or equivalent work experience.

Desirable

- Ideally requires 1 or more years of relevant analysis and programming experience.

LIVING OUR BEHAVIOURS

The behaviours we exhibit at Transpower have a direct impact on our ability to achieve our goals. As with all roles at Transpower, you'll live and breathe our Behaviours. Our behaviours are that when we work with each other, our customers, communities and the land we are ***Nimble and Considered, Inclusive and Decisive, Courageous and Caring*** to keep the lights on, and empower our energy future, for New Zealand.