

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

## Portfolio Performance Manager

<b>Team and Division</b> Asset Planning; Grid Development	<b>Reports to</b> Asset Planning Group Manager	<b>Location</b> Wellington	<b>Date</b> October 2025
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### OUR PURPOSE

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

### TEAM PURPOSE

The Asset Planning group ensures the safe, reliable, and cost-effective performance of Transpower’s grid assets through long-term planning and analysis. We develop 15+ year workplans that guide investment and delivery, incorporating whole-of-lifecycle costing and risk-based decision-making. Our work supports the delivery of a resilient and future-ready electricity system aligned with Transpower’s strategic and regulatory commitments.

The Portfolio Performance team, within the Asset Planning group, is responsible for providing assurance of asset and maintenance portfolio decision making and outcomes across Transpower functions and teams. The team supports Portfolio Owners and Portfolio Leads in assessing portfolio delivery and outcomes across the asset life cycle. The team also provides Grid Development performance reporting.

### ROLE PURPOSE

The Portfolio Performance Manager leads the portfolio performance function which provides assurance across all portfolio asset management activities within the business. This role is responsible for driving good asset management decisions through offering asset management advice, establishing and developing robust assurance processes, and setting decision-making guidelines that enable efficient decision-making across the business.

The Portfolio Performance Manager ensures that asset management decisions align with best practice, organisational risk appetite, and service measures. The role also drives Grid Development performance reporting and insights as well as providing assurance over in-flight projects and delegated decision-making.

### KEY CUSTOMERS AND STAKEHOLDERS

*Internally you will work with a range of others such as:*

- Asset Planning
- Project Managers and Programme Managers
- Service Performance & Risk team
- Grid Development and Grid Delivery Senior Leadership Teams
- Grid Delivery Project Management Office (PMO)
- Information Services & Technology division
- Corporate Services division
- System Planning group
- Cost Estimation team

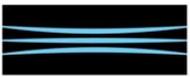
*Externally the role may engage with:*

- Engineering Consultants

### WHAT YOU ARE EXPECTED TO DELIVER

#### Leadership

- Provide managerial, commercial and operational leadership to ensure the divisional and team outcomes are delivered according to expectations, and in alignment with all operations of Transpower’s business. You will:
  - o role model Transpower’s behaviours and remain fully informed to follow and apply policy appropriately
  - o demonstrate sound business acumen, inclusion and fairness in decision making



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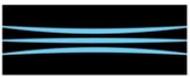
- o engage employees in the strategic direction of Transpower to enable alignment and ensure individuals have clarity of their role and responsibility
- o ensure individuals are clear about their performance expectations; agree focus areas, provide coaching and regular feedback
- o be part of creating a culture of constructive feedback and collaboration across all levels
- o value the strengths of team members and provide opportunities in alignment with development goals and business needs
- o establish an environment where teams and individuals are engaged, feel valued and are striving for continuous improvement
- o effectively lead change by engaging team members in the vision, objectives for change, and managing the implications of change during difficult times
- o lead the development of workforce capability to support delivery, both today and tomorrow
- Seize on the job learning opportunities.
- Team up to build enterprise-wide knowledge, cohesion and appreciation.
- Lead a culture of health, safety and wellbeing to achieve a safe and positive working environment.
- Take appropriate action to deal with workplace hazards and incidents to comply with Health and Safety policies, procedures, systems and best practice.
- Take personal responsibility for one's own health and safety and that of other employees and relevant stakeholders.
- Strive for continual improvement in Health and Safety performance by:
  - o positively contributing to delivering a safe, zero harm workplace across the extended workforce, including service providers
- Perform other duties as and when required.

### ***Portfolio Performance***

- Take accountability for asset portfolio performance and assurance including measuring and identifying portfolio outcomes as defined through regulated financial, asset health and service outcomes.
- Develop processes and lead performance reporting and insights to assess portfolio against desired asset management outcomes (cost, risk, service) including project close, assurance of project cost and data quality, scope delivery.
- Lead business wide functions in providing insights on cause and effect of decision making on portfolio outcomes and supporting decision making, particularly in the 0 – 2 year delivery timeframe.
- Provide oversight of investigation tracking and delivery progress against portfolio requirements: timeliness, risk, cost, scope, supporting Portfolio Owners in course correction or work acceleration.
- Provide performance and assurance oversight for programmes of activity that the Asset Planning group are accountable for through coordinating reporting, or developing reporting where required, e.g. timeliness, cost, regulatory funding, delivery progress for programmes such as investigations, resilience
- Develop processes for, and lead assurance of, project and work delivery closeout activities (e.g. data quality, cost accuracy and scope delivery) through leveraging existing processes and data, and development of new frameworks and reporting as required.
- Take accountability for reporting and insights on Grid Development performance.

### ***Asset Management***

- Influence business functions in owning relevant asset management decision making, providing support and advice as necessary.
- Take ownership of the maintenance portfolio, including maintenance prioritisation and specification of desired risk outcomes.
- Establish, maintain and update asset management guidelines that support decision making across business functions aligned with regulatory requirements and process efficiency.
- Lead the business in making asset management decisions e.g. delivery reprioritisation and small-scale portfolio changes or business case adjustments, within Portfolio Owner endorsed guidelines, primarily in the 0-2 year delivery timeframe.



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- Take accountability for maintenance regulatory submissions and budgets, including cross portfolio agreement on funding and prioritisation.

## **Management**

- Develop team business plans and budgets in line with annual planning cycles.
- Ensure the team delivers on its performance targets within an agreed budget.
- Manage the assignment of responsibilities to personnel (permanent and flexible).
- Foster cross-business relationships with other senior managers and allocate resources to meet agreed strategies and projects.
- Preparation of, and on-going monitoring and reporting against, business plans, budgets and expectations.
- Coordinate the provision of monthly and ad hoc reporting.
- Provide clear governance within your team and provide accurate metrics and well considered risk mitigation information and solutions to appropriate organisational governance boards and bodies.
- Identify and implement continuous process improvement opportunities.

## **KNOWLEDGE, SKILLS, EXPERIENCE**

### **Essential**

- Extensive Asset Management leadership knowledge and experience - working within a technical asset management team/ framework
- Strong team leadership experience in an asset management capacity
- Structured assurance process development and leadership experience
- Proven ability to lead strategic and innovative projects to build business capability
- Ability to constructively and collaboratively influence behaviour and outcomes without positional power
- Demonstrated experience in managing multiple priorities and communicating to Senior Managers and the Executive team
- Experience working and delivering regulatory documentation, preferably in electricity or utilities
- Excellent written and verbal communication skills and the ability to communicate complex issues to diverse groups at all levels.

## **EDUCATION/QUALIFICATIONS**

### **Essential**

- Relevant engineering, technical, and/or asset management qualifications

## **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.