

AusNet

AusNet's job guide for bright futures



Acknowledgement of Country

AusNet acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the lands on which we live and work. We pay our respects to Elders past and present, and celebrate their continuing connection to Country.



About the artist

As part of our reconciliation action plan we have commissioned an artwork by the artist Bitja (also known as Dixon Patten). A proud descendant of the Gunnai, Gunditjmara, Dhuwuroa, and Yorta Yorta tribes, with blood ties to Wiradjuri, Yuin, Wemba Wemba, Wadi Wadi, Monaro and Djab Wurrung, Bitja is deeply connected to his roots.

The artwork honours the strength in being part of a community, it honours our commonality as humans, but honours our diversity also and by having different views and experiences.





Contents

- 6
- 8
- 11
- 13
- 14
- 16
- 18
- 20
- 22
- 24
- 26
- 30

Purpose of this handbook

This handbook outlines job opportunities for people seeking a career in Victoria's energy transition.

Whether you're interested in working with us at AusNet or elsewhere in the industry, it has information you need to match your skills and interests with the right career.

Unlock the power of this guide for your energy journey

Beginning your career journey: Discover the multitude of roles crucial to the transition to renewable energy.

Transitioning to renewable energy from another sector: With the help of industry partners and Registered Training Organisations, this guide supplies training information that can help with a career transition from almost any sector.

Recognising skills gained outside of Australia: Learn how to have your trade skills evaluated by our trusted industry partner, ensuring a smooth integration into the Australian workforce.

Looking for a new job opportunity: Explore life at AusNet and how to apply to available opportunities.



The transition to renewable energy

Energy touches every part of our lives. From work and education to travel and play; it is an integral part of our way of life.

We're seeing a significant shift in the way we generate and consume energy.

We are looking to the sun, wind and water enhanced by technology to generate clean, sustainable energy. Renewable power is now more reliable than ever and is cheaper, cleaner, and safer than coal.

The transition to clean energy is happening faster than anyone predicted and Victoria has a target of 50 per cent renewables by 2030.

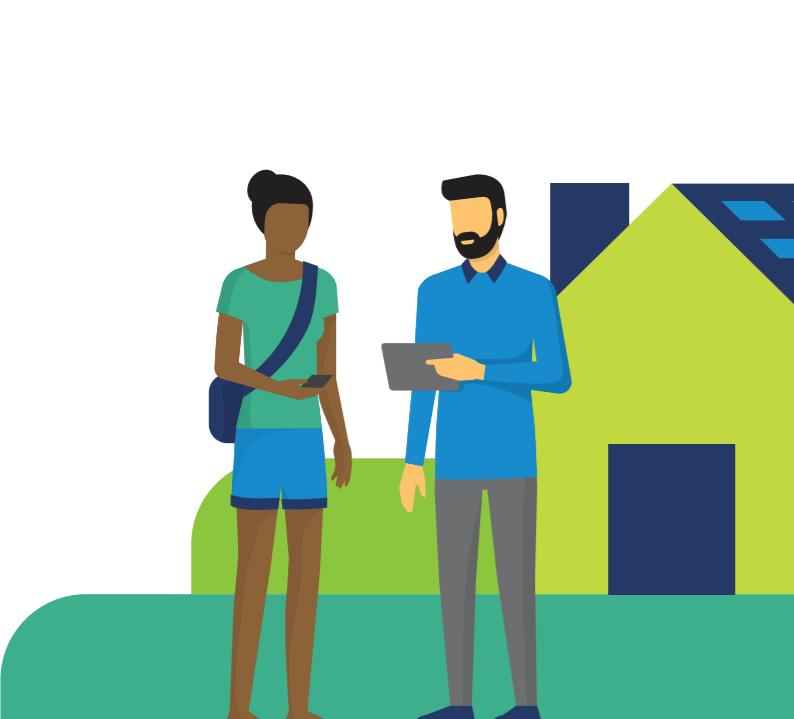
As an industry in transformation, we're excited by the possibilities ahead. There are so many good reasons to embark on a career with an energy leader such as AusNet

- Meaningful work with real purpose.
- Exciting experiences to enrich your career.
- A strong and supportive team and a trusting work environment.
- A safe working environment (physical, emotional and social) – we never compromise on safety and genuinely care for the wellbeing of our people.
- An inclusive and diverse culture where everyone is comfortable being themselves and where we support and respect each other's differences.

Western Renewables Link

Local jobs, local goods and services

There will be employment opportunities with an estimated 600 jobs during construction



The Western Renewables Link transmission line will support the successful transition from coal by connecting large scale wind and solar projects in western Victoria to power up to 1 million homes.

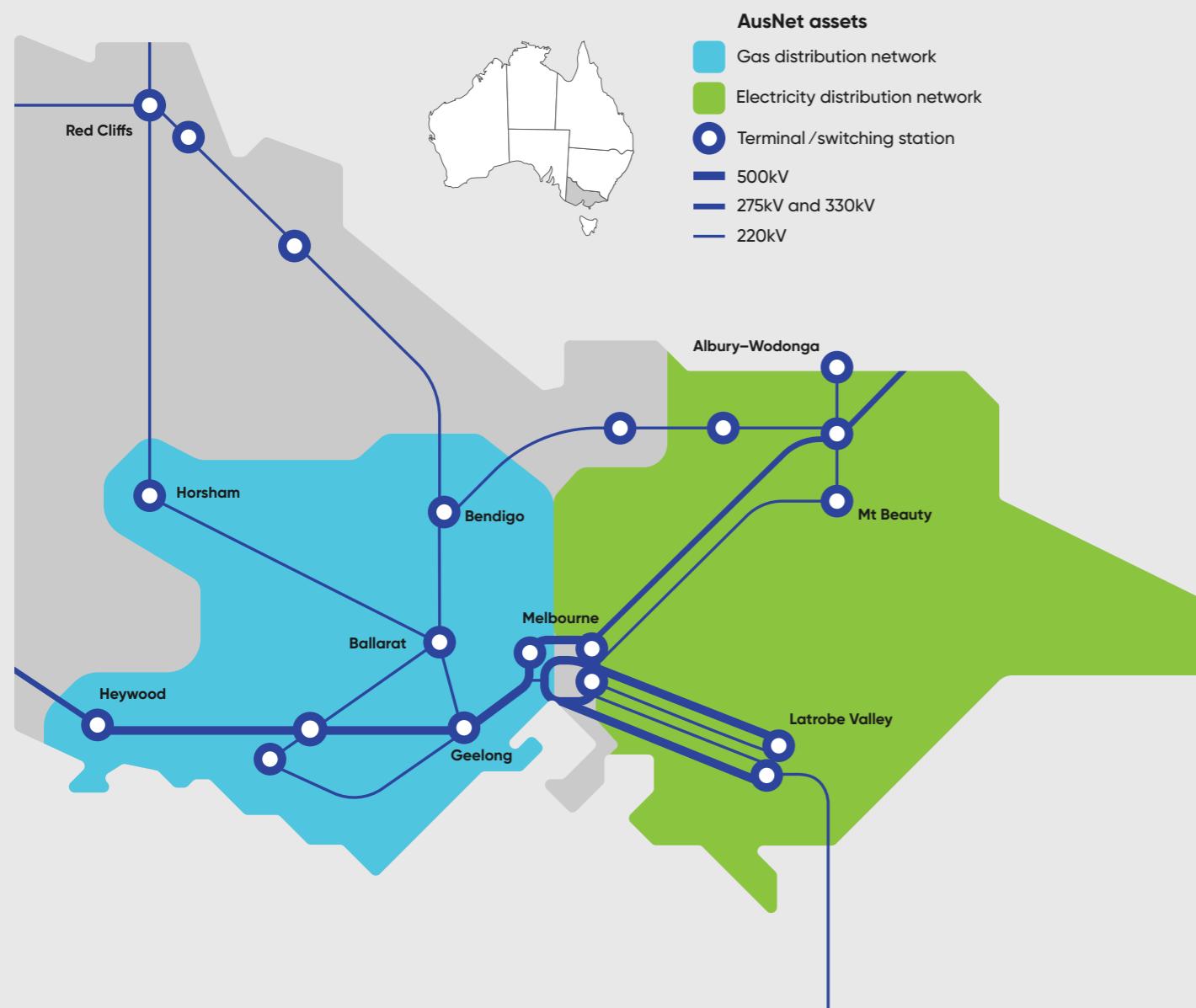
Flow-on employment benefits will be generated as the project brings demand for local and regional businesses' services and goods.



1,000+ jobs

Our economic assessment has found that the Western Renewables Link will provide more than 1,000+ jobs resulting from construction.

Location of our networks



Who is AusNet?

We are Victoria's largest diversified energy network business and we connect communities with reliable, affordable and sustainable energy.

Our vision is to be trusted to bring the energy today and build a cleaner tomorrow.

We own and operate the Victorian electricity transmission network, an electricity distribution network and a gas distribution network. We're one of five electricity distributors, and one of three gas distributors in Victoria.

Our commercial business Mondo provides a range of services and solutions to enable community energy hubs and solar mini grids.



Life at AusNet

Purposeful work with good people. That's refreshing.

Real is what you get.

Enrich your career with real people who encourage you to bring your best. Real challenges that push you to grow. And real opportunities to create new solutions for our future. You won't be supporting on the sidelines; you'll be in the thick of it with us.

Progress that empowers.

As an industry in transformation, we're excited by the possibilities ahead. Are you up for the challenge? Join us in the driver's seat as experts in our field. Expand your skillset with unique projects. Find real purpose with meaningful work. Together, we can shape a new way forward – solving problems and creating change like never before.

Join AusNet to make Real Progress: For you, our customers and communities and Australia's clean energy future.

Land and environment



Land and planning roles are responsible for providing expert advice and guidance to manage regulation requirements to commence construction. The work can also include:

- Managing regulator relationships.
- Managing environmental and planning approval process.
- Completing technical reports prepared for key stakeholders to make informed decisions.
- Landholder engagement services.

Land and planning jobs

Examples of roles

- Planning and Environment Specialist
- Cultural Heritage Manager
- Environmental and Social Lead
- Land Liaison Officer

Examples of skills

- Project management
- Stakeholder management
- Risk assessment
- Report writing
- Technical expertise in respective area e.g. environmental and zoning regulations, Heritage Conservation

Qualifications

- AHC40920 - Certificate IV in Conservation and Ecosystem Management
- Bachelor's degree in engineering, Business, Environmental, Planning, etc.



Community and stakeholder engagement

Stakeholder and community engagement professionals facilitate communication and collaboration with stakeholders such as project landowners, neighbours, and community members. Their responsibilities include:

- Advocating for industry best practices.
- Educating.
- Building and maintaining constructive relationships.
- Organising initiatives to deliver local benefits.

Community engagement jobs

Examples of roles

- Community Engagement Specialist
- Project Strategy
- Communications

Examples of skills

- Communication (verbal and written)
- Event management
- Relationship building
- Negotiation
- Problem solving

Qualifications

- Relevant qualifications in Communications, Public Relations or similar field
- IAP2 Australasia Certificate of Engagement



Engineering and construction

Engineers are needed at every step of the energy journey starting from identifying potential opportunities for development, to designing and constructing projects, ensuring grid connection, and finally managing ongoing operations and maintenance.

Engineering and construction jobs

Examples of roles

- Design Engineer
- Commissioning Engineer
- Engineering Manager

Examples of skills

- Creative problem solving
- System design
- Design specification
- Data analysis
- Systems thinking

Qualifications

- Electrical engineering degrees (e.g. electrical, power systems, environmental, civil)
- Formal project management qualifications



Technical operations

Technical operations roles are responsible for the smooth running of the energy operations. This may involve activities such as field testing, planning access to the network, resolving faults to restore service and providing specialised advice on power systems.

Technical operations jobs

Examples of roles

- Control Room Technician
- Grid Technical Lead
- Transmission Technical Lead
- Riggers

Examples of skills

- Grid integration strategies
- Power system planning
- Troubleshooting
- Stakeholder management
- Communications

Qualifications

- ESI Power Systems Diploma



Project management

Project management roles are responsible for creating and managing the project timeline by developing schedules, deliverables, risk management and resource planning for the relevant project phases and communicating updates to the relevant stakeholders.

Project management jobs

Examples of roles

- Project Manager
- Planning Manager
- Project Controller/Scheduler
- Quality Manager

Examples of skills

- Project management methodology
- Scope management
- Stakeholder management
- Collaboration
- Change agility

Qualifications

- Electrical engineering degrees (e.g. electrical, power systems, environmental, civil)
- Formal project management qualifications

Corporate services and support



Corporate services and support roles play a vital role in providing expert guidance and assistance to the business, enabling it to reach its objectives. This includes assessing current operations to discover areas for enhancement, designing new initiatives as well as ensuring smooth business operations by handling administrative duties.

Corporate services and support jobs

Examples of roles

- Health and Safety Manager
- Risk Manager
- Security
- Audit
- Procurement

Examples of skills

- Business acumen
- Relationship building
- Risk identification and mitigation
- Process improvement
- Technical expertise in respective field

Qualifications

- BSB40420 Certificate IV in Human Resource Management
- BSB30120 Certificate III in Business
- BSB40520 Certificate IV in Leadership and Management
- BSB50420 Diploma of Leadership and Management
- BSB40420 Certificate IV in Human Resource Management
- BSB40620 Certificate IV in Legal services



Our people

“It’s fulfilling to be working directly on projects which influence Development and Future Networks’ focus on connecting new renewable energy generators to the electricity network, positioning the business strategically for the move to renewable energies and development of new emerging technologies across the energy sector.”

Corporate Services and Support

Ryan, Senior Investment Analyst

Tell me about your role and what you're responsible for?

I create financial models, conduct analysis, and contribute to strategic projects.

How did you get to this role?

After university, I spent three years at a small accounting and tax firm, where I also pursued Chartered Accountancy. Later, I joined Deloitte and performed a variety of roles including Senior Analyst. I then moved to the University of Melbourne into a broader role that allowed me to learn new skillsets.

I started at AusNet as a Finance Business Partner where I provided financial support, performance analysis and budgeting for various business units before moving into my current role.

The opportunities I've been provided with in AusNet have had a large impact and allowed me to take part in a wide breadth of work to date. There are always people around to reach out to and talk to for advice and opportunities.

In terms of next career steps, I would like to take on the challenge of leading a team.



Technical Operations

Shane, Power Technician, Technical Lead

Shane started his career with a traineeship at AusNet and 14 years later he is a Technical Lead within the Standards lab.

Tell me about your role and what you're responsible for?

As a Power Technician my focus is solely on maintaining our standards and traceability, improving uncertainties while also increasing and maintaining the scope of accreditations that we have. In a nutshell I calibrate various types of electrical equipment, checking their performance is within an acceptable range of tolerances.

How did you get to this role?

I kicked off my career with a brief stint in computer science at university, but it didn't quite satisfy my craving for hands-on work. So, I shifted gears and found my passion for all things electrical. I started with a four-year traineeship at AusNet and earnt the ESI PowerSystems Diploma. I've spent 14 years at AusNet, evolving into a Technical Lead. It's been an exciting journey of constant learning and I'm still fascinated by the dynamic energy sector every single day.

Engineering and Construction

Harsh, Asset Manager Engineer

Harsh started his career with AusNet over six years ago and currently works in asset management as a subject matter expert.

Tell me about your role and what you're responsible for?

A usual day involves looking at trends of how assets are performing, how risk profiles are changing and what the change means. If a trend has changed where an intervention is needed, I need to work out how much that intervention is going to cost and how it will impact the trend.

How did you get to this role?

I started my professional career with AusNet and have been with the business for over six years. I completed my Bachelor of Electrical and Electronics Engineering (Honours) at Deakin University and began my journey at AusNet within the REFCL (Rapid Earth Fault Current Limiter) program. I completed the first two years of my degree in India and was then selected by Deakin University as part of the TWIN program where I transferred credits across to Deakin.



Community and Stakeholder Engagement

Stephanie, Stakeholder Coordinator

Steph's internal career progression achievement shows the power of determination and continued learning.

In Steph's current role as Stakeholder Coordinator, she manages logistics for engagement events and ensuring smooth communication between AusNet and external stakeholders.

Before stepping into this role, Steph worked as the Office Coordinator at the Ballarat office. While her initial responsibilities involved administrative tasks, she gradually found a passion for stakeholder engagement. Her first application for the Stakeholder Coordinator role was unsuccessful because she lacked the traditional foundational qualifications of a formal university degree. Undeterred, Steph recognised the need to strengthen her skills and pursued a leadership course which provided her with the tools and confidence to try again.

Her persistence paid off when she reapplied for the role, now with a leadership qualification and a greater understanding of the stakeholder space. What Steph loves most about her job is the variety and the opportunity to engage directly with the community.

Looking ahead, Steph is excited to continue growing within the stakeholder engagement space, potentially moving into a specialist role. Her story is one of resilience and adaptability, showing that career progression can come from determination and continued learning.



“One of the things I like most about my job is tackling unique challenges every day.”

Land and Environment

Fatemeh, Senior Planning and Environment Specialist

Tell me about your role and what you're responsible for?

I've been working at AusNet for nearly three years as a Senior Planning and Environment Specialist. I have a Master's in Urban and Regional Planning, and my career has taken me through various transport and energy projects. Before joining AusNet, I worked for the Australian Rail Track Corporation on rail projects and also spent time in environmental consultancy, focusing on approvals for renewable energy facilities like wind and solar farms.

At AusNet, I've had the opportunity to work on some incredible projects, particularly the Western Renewables Link which is a large-scale transmission line in western Victoria. It's an exciting, complex project with not many precedents in the planning approval space, which helps me enhance my ability to think creatively and tackle unique challenges every day.

What's been a career highlight at AusNet?

A highlight for me has been developing an approval strategy for a terminal station rebuild project and managing the required environmental and planning approvals for the project, which helped me demonstrate my skills in leading projects. I'm eager to continue developing my leadership skills, particularly in managing approvals for larger projects and teams. I've already had the chance to mentor a graduate, and it's been a rewarding experience that I hope to build on as I move forward in my career.

Where to from here?

As an industry in transformation, we're excited by the possibilities ahead.

So, if you're passionate about our purpose and committed to making real progress, bring your energy and join AusNet. Together, we can shape a new way forward.

To see what opportunities AusNet has currently advertised please visit the AusNet website: ausnet.com.au

Skills assessment for migration

Your skills are valued in Australia.

Learn how to get your trade skills assessed – it's the first step in your journey to working in Australia.

As part of your skilled migration journey into Australia, you might need to get a trade skills assessment from a TRA-approved registered training organisation (RTO), like VETASSESS (Vocational Education and Training Assessing Services).

As an Australian Government authorised skills assessment authority, VETASSESS uses standards – specific to each of the 27 trade occupations they assess – to check that your skills match up to the relevant Australian trade.

VETASSESS uses standards – specific to each of the 27 trade occupations they assess – to check that your skills match up to the relevant Australian trade.

To get your skills assessed, you'll need to choose the right occupation and pathway for your trade.

There are two programs we can utilise to assess your skills for migration purposes: with a Temporary Skills Shortage (subclass 482) or a Skilled Migration Visa (excluding 485 or TSS visas). To find out more on each, follow the links below.

**Temporary Skills Shortage
(subclass 482)**

[Pathway 1 process](#)

**Skilled Migration Visa
(excluding 485 or TSS visas)**

[Pathway 2 process](#)

We would like to thank our partners in the making of this guide, if you're interested in courses or further study related to careers mentioned in this guide, please follow the links below:





Follow us on

-  @AusNet.Energy
-  @AusNetServices
-  @AusNetServices