

Position title:	Change Lead
Department:	People & Safety
Team:	Business Transformation
Reports to:	Head of Business Transformation
Direct reports:	-
Location:	Melbourne and Hybrid
Document review date:	June 2024

Role overview

As the Change Lead for the company's Acceleration Hub you will be a key driver in advancing Tilt Renewables corporate technology, process and people projects to achieve our target of 7GW by 2030 in support of the Australian energy transition.

Reporting directly to the Head of Business Transformation, you will support a dedicated team and collaborate with cross-functional stakeholders to navigate multiple complex programs of change. Your change leadership will be pivotal in the delivery of sustainable implementation of these programs which touch all aspects of Tilt Renewables development, delivery and operations.

You will champion our change practice, ensuring respectful and mutually beneficial engagement with the business to drive efficiency and effectiveness in the business.

Your ability to collaborate, engage, and lead by example will be instrumental in shaping our culture, living by our values and achieving our strategic goals. We seek an individual who not only excels in their functional expertise but also embodies the qualities of a team player, role model, and accomplished change leader.

Key Accountabilities

The **Change Lead** will play a critical role in ensuring that organisational projects and initiatives to meet their objectives by focusing on the people side of change. They prepare, support, and equip individuals to adopt and use changes to business processes, systems, technology, job roles, and structures.

The key accountabilities may include (but are not limited to):

1. **Apply a Structured Methodology and Lead Change Management Activities:**
 - Leverage a change management methodology, process, and tools to create a strategy supporting adoption of required changes.
2. **Support Communication Efforts:**
 - Enable the design, development, delivery, and management of key communications related to the changes.
3. **Assess Change Impact:**
 - Conduct impact analyses, assess change readiness, and identify key stakeholders.
4. **Support Training Efforts:**
 - Provide input, document requirements, and support the design and delivery of training programs.
5. **Coach Senior Leaders and Executives:**
 - Help fulfill their critical role as change management sponsors.

6. Support People Managers and Project Stream Leads:

- Assist them in guiding their teams through transitions.
- To ensure alignment and drive faster adoption, higher utilisation of changes in teams and ensure proficiency among employees.

7. Risk Management

- Collaborate with cross-functional teams to identify risks and stakeholder concerns and ensure transparency.
- Mitigate potential risks related to projects.
- Communicate our risk mitigation efforts transparently to stakeholders and the executive.

8. Project Advocacy

- Advocate for our corporate transformation projects by presenting their benefits to relevant stakeholders.
- Influence decision-makers to support project approvals, permits, and funding.

Key Relationships

This role will work closely with:

Tilt Renewables stakeholders:

- Exec: CEO, CDO, COO, CFO, General Counsel and CoSec, EGM People & Safety and their leadership teams
- Finance
- Technology
- Heads of Function

Skills and Experience

Experience

- Minimum of 7 years in change management, project management, or related roles.
- Experience in change within a portfolio of transformation programs
- Proven success in navigating complex regulatory environments.
- Familiarity with Australia's renewable energy policies and engagement principles.
- Proven track record in change leadership roles.
- Experience working at the management level within large organisations.

Skills

- **Change management expertise.**
- **Project delivery mindset**
- Strong **stakeholder management** skills.
- **Analytical mindset** with the ability to measure and track change metrics, assess change impact, readiness, and stakeholder needs.
- **Excellent communication:** Verbal communication and writing skills for conveying the purpose and benefits of change to stakeholders.



- **Collaborative:** Working with various teams and individuals is crucial. Ability to build consensus and influence decision-makers.
- **Adaptability and flexibility:** to navigate complex and dynamic environments in a culturally sensitive way.
- **Change Leadership:** Ability to influence and lead others toward common goals.
- **Organizational Skills:** Superior organising skills are essential.

Qualifications

PROSCI or equivalent

Ideally tertiary qualified with a business or organisational change degree.

Key Competencies and Capabilities

Capabilities	Competencies
<ul style="list-style-type: none"> • Irregular domestic travel to other asset / site locations 	<ul style="list-style-type: none"> • Collaboration • Customer Focus • Drives Results • Plans and aligns • Communicates effectively • Ensures accountability • Instils trust

About Tilt Renewables

Tilt Renewables aims to be the leading developer, owner and manager of renewable energy generation assets in Australia. With 1.7 GW of Operational Assets and a pipeline of over 5GW we are well positioned to achieve this.

We are proudly Australian with strong brand recognition known for developing and operating, high quality assets in Australia with a long-term owner’s perspective. With a significant pipeline of development opportunities, we have an appetite for growth.

Our approach is to adopt a pragmatic view of the development, asset operation and energy market functions focussed on optimising customer, investor, employee and community outcomes. This requires agile and effective decision making and outstanding execution of opportunities.

Credibility in the eyes of our investment stakeholders as well as strong relationships with our customers, key suppliers, contractors and the communities we operate in are critical to Tilt Renewables’ success. Tilt Renewables has corporate offices in Melbourne and Sydney and a rapidly growing capable team of approximately 100 employees who are able to apply themselves to any issue or opportunity, regardless of functional structure.

We are committed to a customer centric renewable energy solution, building on our enviable track-record, experience, and reputation.



Our Vision

Our vision ***to drive the transition to renewables through everything we do*** focuses on us helping create the world we want to be part of and to look for those opportunities in everything we do.

Our Values

Developed by our team to reflect what matters most to us, our values are simple, unequivocal, and focused on how we generate a difference – for our business, for our people, for our investors and for the communities we work with.

We are People Powered | We Get It Done | We Lead

Our Investors

Tilt Renewables has three key investors:

- Future Fund (40%),
- QIC (40%); and
- AGL (20%)