



System Planning & Performance Manager

Working for the future of our state.

September 2026

HORIZON
POWER

Position Title	System Planning & Performance Manager (S7038H07)		
Division	Remote Communities (RCD)	Business	Remote Systems, Planning and Operations
Leader Title	Senior Manager Systems, Planning & Operations	Location	Bentley
Level	9	Direct reports	1-4
Horizon Power’s purpose and link to this position	<p>Delivering clean energy solutions for regional growth and vibrant communities with our shared purpose, values and empowering beliefs driving our culture. This role contributes to the Horizon Power Purpose by:</p> <p>Leading the development of long and short term system plans and delivering system capability and performance insights of Horizon Power’s Remote Community power systems, ensuring reliable, efficient and sustainable generation and distribution networks.</p> <p>The role is the Remote Communities functional lead for system planning and performance insights, applying enterprise Centre of Excellence frameworks, methodologies and standards while ensuring the specific requirements of Remote Community systems are appropriately represented.</p>		
Position requirements			
<ul style="list-style-type: none">• Travel to regional WA as required• WA Driver's Licence Class 'C' or 'C-A'• Reasonable additional hours• Responsibilities outlined below are indicative only and do not limit Horizon Power in assigning additional responsibilities within the employee’s competency, experience, knowledge, and qualifications			
Responsibilities – Our Ways of Being			
Remote Community System Capacity and Performance Leadership	<ul style="list-style-type: none">• Lead the development of short, medium and long term system plans for Remote Community generation and distribution systems.• Deliver system capability, reliability and performance insights to support operational, investment and growth decisions.• Establish and maintain system performance reporting frameworks, measures, targets and reporting processes.• Monitor and analyse generation and distribution performance to identify emerging constraints, recurring issues, degradation trends and improvement opportunities.• Provide clear advice on system risks, trade-offs, consequences and treatment options, rather than limiting advice to technical analysis.• Develop system performance forecasts and identify emerging risks relating to capacity, reliability, power quality, resilience and security of supply.• Facilitate investigations into significant or recurring system performance issues and ensure findings inform system plans, investment recommendations and improvement initiatives.• Benchmark Remote Community system performance and identify opportunities to improve reliability, efficiency, resilience and whole of life value.• Identify matters requiring action by Operations, Asset Management, Projects or other accountable functions, track agreed actions and escalate unresolved or recurring issues.		
Centre of Excellence, Functional Decision Rights and Escalation Obligations	<ul style="list-style-type: none">• Apply approved Centre of Excellence (CoE) system planning methodologies, assumptions, standards and performance frameworks.• Act as the principal Remote Communities interface with the System Planning Centre of Excellence and broader system planning community of practice.• Contribute Remote Community insights, operating experience and system requirements to the development of enterprise planning frameworks and methodologies.• Maintain alignment between Remote Community planning activities and enterprise asset planning strategies, technical standards and investment frameworks.		

PROTECTED

	<ul style="list-style-type: none"> • Develop and maintain Remote Community planning processes, procedures and tools consistent with Centre of Excellence requirements. • Promote consistent and repeatable planning, modelling, analysis and reporting practices. • Build system planning and performance capability across Remote Communities through coaching, knowledge sharing and technical guidance. • Represent Remote Communities in system planning, technical assurance and strategic investment forums as required.
System Planning and Modelling Delivery	<ul style="list-style-type: none"> • Manage system studies to determine existing and future energy system requirements, limitations and constraints. • Manage the delivery and periodic review of system plans, including renewable generation and energy storage integration. • Develop and maintain demand, generation and energy forecasts using documented planning assumptions and scenarios. • Undertake scenario analysis for customer growth, new connections, technology changes, renewable integration and asset limitations. • Develop processes and procedures supporting efficient, consistent and technically robust analysis and modelling of Remote Community power systems. • Evaluate proposed connections involving significant new loads, generators, renewable systems and energy-storage facilities. • Define planning requirements, technical limits and operating envelopes for material system changes and new connections. • Conduct high-level financial and option analysis to identify technically feasible and economically appropriate solutions. • Coordinate maintenance and governance of Remote Community planning models, including inputs, assumptions, version control, validation and documentation. • Provide technical assurance and peer review for material studies, models, connection assessments and investment recommendations. • Manage planning studies delivered by employees, consultants and specialist service providers. • Review the performance of completed system investments to confirm that intended capability, reliability and operational benefits have been achieved. • Translate system studies, performance insights and identified system risks into prioritised capital and operational investment recommendations to support the Asset Management Plan and annual budgeting processes.
Stakeholder relationships – Leading purposeful change	<ul style="list-style-type: none"> • Develop and maintain strong and effective working relationships with key internal and external stakeholders. • Collaborate with Remote Communities Operations, Asset Management, Projects, Finance and commercial functions to align planning evidence, operational priorities and investment decisions. • Engage with the Centre of Excellence, system planning community and relevant technical authorities. • Work collaboratively with Regional Service Providers, contractors, consultants and suppliers to obtain system information and deliver planning outcomes. • Communicate complex planning and performance information clearly to technical, operational, commercial audiences. • Support effective project handover to operations, including technical documentation, performance requirements and asset information.
Ad hoc requirements	<ul style="list-style-type: none"> • Completing ad hoc work in a timely manner as and when required • Participate in divisional leadership response activities as required.

Qualifications	
Education	<p>Essential</p> <ul style="list-style-type: none"> • Relevant Engineering Degree is the minimum requirement. <p>Desired</p> <ul style="list-style-type: none"> • Chartered membership of the Institution of Engineers Australia
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Extensive experience working in a system planning role, with focus on Energy systems (generation and distribution) planning, design, construction, operation and maintenance.

PROTECTED

	<ul style="list-style-type: none"> Well-developed written and verbal communication and interpersonal skills Business and financial analysis principles and methodologies. Commercial aspects of the energy industry including general understanding of energy purchase/supply contracts. Energy systems technology including renewable energy and energy storage technologies. Expert application of power system load flow and dispatch modelling Reliability analysis of power systems. Proficient in use of asset databases and systems, and Microsoft Excel. Project management techniques and methodologies. <p>Desired</p> <ul style="list-style-type: none"> Working with stakeholders at a senior level to achieve desired outcomes. Working with customers to deliver a high level of customer service. Dynamic system modelling experience using RMS and EMT simulations
Key skills and abilities	<p>Essential</p> <ul style="list-style-type: none"> Sound knowledge of energy systems (generation and distribution technology). Sound knowledge of energy system planning principles, energy system modelling and financial analysis evaluation principles. System modelling experience. Sound knowledge of generation and distribution assets. The current WA energy market & regulatory environment. Sound knowledge of renewable energy sources. <p>Desired</p> <ul style="list-style-type: none"> Budget and scheduling experience. Project engineering experience.
Competencies	
Thought	<ul style="list-style-type: none"> Financial Acumen: Interpreting and applying understanding of key financial indicators to make business decisions Manages Complexity: Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems Decision Quality: Making good and timely decisions that keep the organisation moving forward
Results	<ul style="list-style-type: none"> Action Orientated: Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm Plans and Aligns: Planning and prioritising work to meet commitments aligned with organisational goals Optimises work processes: Knowing the most effective and efficient processes for getting things done, with a focus on continuous improvement Ensures Accountability: Holding oneself and others accountable for meeting commitments Drives Results: Consistently achieving results, even under tough circumstances
People	<ul style="list-style-type: none"> Interpersonal Savvy: Relating openly and comfortably with diverse groups of people Values Differences: Recognising the value that different perspectives and cultures bring to an organisation Communicates Effectively: Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences Builds effective teams: Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals Drives vision & Purpose: Painting a compelling picture of the vision and strategy that motivates others in to action
Self	<ul style="list-style-type: none"> Demonstrates Self-Awareness: Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses Self-Development: Actively seeking new ways to grow and be challenged, using both formal and informal development channels Manages Ambiguity: Operating effectively, even when things are not certain, or the way forward is not clear Situational Adaptability: Adapting approach and demeanour in real time to match the shifting demands of different situations