

Position description:

Engineering Manager – Waitaki Upgrade Project

Reporting to:

Project Manager - Waitaki Upgrade Project

Date:

October 2026

Location:

Twizel or Christchurch

The Role

The Waitaki Upgrade Project is a major multi-year modernisation of the iconic Waitaki Power Station. It is a complex brownfield upgrade of a large seven-unit hydro generation station, requiring careful integration of new equipment and systems within an operating generation asset. As the largest investment in the asset since its construction, the project requires a strong focus on safety, quality, technical integrity and long-term operational performance.

This role forms part of the core Waitaki Upgrade Project leadership team and provides overall engineering leadership across the project. Reporting to the Project Manager, the Engineering Manager is responsible for coordinating Meridian's engineering input, leading the project's engineering resources and ensuring technical requirements, design intent and engineering decisions are effectively managed through design, procurement, construction, commissioning and handover.

The role works closely with the Project Manager, Construction Manager, Commercial Manager, operational teams, engineering leads, contractors and original equipment manufacturers to ensure the project delivers safe, reliable and high-performing long-term asset outcomes.

Position accountabilities (What you're responsible for)

Engineering Leadership

- Lead Meridian's engineering input across all technical workstreams within the Waitaki Upgrade Project.
- Provide engineering leadership and advice to the Project Manager and project leadership team.
- Own engineering decisions, technical risks and project requirements are understood and appropriately managed.
- Ensure appropriate engineering reviews, technical assurance and governance processes are applied throughout the project lifecycle.

Design Management and Technical Assurance

- Oversee the development, review and acceptance of project designs, ensuring solutions are safe, integrated, operable and maintainable.
- Own overview of design intent and technical knowledge to ensure adherence through procurement, construction and commissioning.
- Lead the integration of mechanical, electrical, automation and construction activities across the project.
- Manage key technical interfaces between contractors, suppliers, operational teams and existing assets.



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Construction, Commissioning & Handover

- Provide engineering leadership throughout construction, testing, commissioning and operational handover activities.
- Support the resolution of significant technical issues impacting project delivery
- Ensure engineering requirements and design intent are maintained during project execution.
- Responsible for ensuring systems achieve agreed safety, performance and reliability outcomes.

Engineering Risk, Safety & Quality

- Lead the identification and management of engineering and technical risks across the project.
- Ensure safety in design principles are embedded throughout project delivery.
- Work closely with the Construction Manager, Health & Safety Lead and Quality Assurance Lead to support project objectives.
- Promote high standards of technical integrity, quality and continuous improvement.

Leadership & Stakeholder Management

- Lead and support the project's engineering leads and specialist technical resources.
- Build effective relationships with contractors, consultants, suppliers, OEMs and operational stakeholders.
- Provide clear technical advice to project governance groups and senior leaders.
- Provide engineering advice to justify the balance of continual output of operational plant with progression of project deliverables.
- Foster a collaborative, accountable and delivery-focused engineering culture.

Knowledge, experience and skills

- Extensive experience leading engineering activities on large and complex infrastructure, power generation or industrial projects.
- Proven experience leading multidisciplinary engineering teams and coordinating multiple technical workstreams, driving team culture.
- Strong understanding of engineering assurance, technical governance and engineering risk management.
- Experience delivering brownfield projects within live operational environments.
- Broad understanding of mechanical, electrical, automation and control systems and their integration.
- Experience managing engineering interfaces with contractors, consultants, suppliers and OEMs.
- Strong understanding of constructability, operability, maintainability and long-term asset performance requirements.
- Ability to manage complex technical issues while balancing safety, quality, operational and delivery requirements.
- Strong stakeholder management skills with the ability to influence technical, operational and leadership stakeholders.
- Clear and practical communicator, able to explain complex engineering matters and support informed decision-making.
- Strong commitment to safety, quality and continuous improvement.
- Collaborative leadership style with a focus on accountability, team performance and project outcomes.
- A degree in Engineering is essential.

