

Position description:

Engineering Lead

Reporting to:

Initiative Lead (Long Term Asset Management)

Date:

August 2026

Location:

Various locations considered

The role

As Engineering Lead, you will help build Meridian's next asset management capability, ensuring engineering expertise, asset performance knowledge and technical risk are embedded in the decisions we make across our asset portfolio. Working as part of the squad, you will help develop the frameworks, tools and approaches that support more transparent, value-driven investment decisions.

You will apply engineering expertise to solve complex asset management challenges, bringing together technical, operational and financial perspectives to improve how Meridian evaluates investment opportunities. This includes testing ideas, evaluating options, developing recommendations and building the evidence base that supports investment decisions.

Working across engineering disciplines and business functions, you will build alignment, challenge assumptions and translate technical concepts into practical decision-making tools and processes. You will contribute directly to initiative delivery, helping turn new ideas into an enduring capability that improves how Meridian manages and invests in its asset portfolio.

Position Accountabilities

- Provide engineering advice and insights to support the development of Meridian's long-term asset strategy.
- Lead engagement across the Engineering team to understand challenges, opportunities and different perspectives (whilst questioning existing assumptions).
- Build and test early ideas before scaling the approach (e.g., a new value framework or way of optimising investment across the portfolio).
- Support the progress of the full squad (e.g., non-engineering required work may be required at times).
- Identify and learn from leading asset companies, applying relevant lessons at Meridian.
- Challenge existing assumptions and practices to drive continuous improvement, innovation, and more effective asset management outcomes.



Knowledge, experience and skills

- Curiosity and a willingness to seek out answers, perspectives and new ideas.
- Comfort working through ambiguity and helping shape the path forward.
- Demonstrated ability to listen and bring people along.
- Significant engineering experience within an operational or asset-intensive environment.
- Demonstrated ability to work across multiple engineering disciplines.
- Enthusiasm to work in a cross-functional team (learning lots of new skills along the way, including financial modelling and strategy).
- Excellent communication skills with both technical and non-technical audiences.
- Experience leading engagement and building alignment across teams to understand challenges and question assumptions.
- Engineering qualification (all disciplines considered) or comparable experience

