Initiative Lead

Welcome

DigiGen is driving the next evolution of Generation—empowering our teams with data and digital tools to increase asset availability and optimising our Operations & Maintenance costs.

DigiGen isn't just about adopting new tech—it's about building capability and working in a different way to embed these digital tools into our DNA to deliver measurable, lasting value.

How you'll deliver value as an Initiative Lead

Show me
Role modelling: Leadership role models the change

Teach me
Develop Talent: Build new skills at scale

Tell me
Foster understanding: Engage on a bold aspiration

Guide me
Reinforcement: Remove Barriers, Deliver value

Connect me
Collaborate: Build strong relationships through network model

Role Purpose

An **Initiative lead** is responsible for ensuring that end users can deliver the intended value using the outputs of the initiative. They will build and lead high-performing squads with the capability needed and set the delivery roadmap. They support their team by prioritizing ruthlessly and clearing roadblocks. With strong collaboration skills, they build trusted partnerships across the business to elicit ideas and meet stakeholder needs.

Responsibilities

Leadership

- Lead the mission and vision for the squad – help to set the roadmap and objectives as well as keeping the big picture focus for the squad.

- Lead, mentor and develop your squad, fostering a culture of continuous improvement and value delivery.

- Focus on building healthy team dynamics to create high performance.

Initiative delivery

- Drives initiative value outcomes and refines backlogs & sets sprint goals.

- Works alongside your team to get the mahi done

- Accountable for KPIs/OKRs for their initiative stream and communicating regular tracking to stakeholders

Stakeholder engagement

- Collaborates with key stakeholders to ensure delivery of initiatives align with the requirements for each sprint

- Work alongside your initiative sponsor and the Head of DigiGen to understand what matters most for Meridian and DigiGen, and shape your squad's priorities to match.

Key Skills you'll bring:

Individual Skills	• Facilitation – Can draw good ideas out of a diverse range of people • Strong leader, collaborator, team player, and individual contributor • Strong communication skills. Comfortable speaking with business stakeholders • Strong problem solver with ability to manage and lead the team to push the solution and progress
Mindset & Behaviors	• Has the business value and end user adoption at the center of all decision making, keeping them actively involved at all times • Passion to challenge the status quo and find new solutions and drive out of the box ideas – loves and embraces change • Believes in a non-hierarchical culture of collaboration, transparency, safety, and trust • Not afraid to "roll up the sleeves" and seeks to go outside comfort zone to learn – pushes teams to do the same • Empowers others to fail, learn, and grow • Growth mindset to drive innovation
Domain Expertise	• A good understanding of the specific functional area within Generation • Proven knowledge and understanding of the business's operating context including standard practices and technology

Key Skills you'll develop or enhance in this role:

Agile and Digital Experience	• Agile ways of working – primarily around breaking down work into thin slices of value that can be delivered with regularity. Also, running agile ceremonies, using tools like Miro and Jira, managing a backlog, running sprints, reviews, retros etc., • Develop a good understanding of how data and digital tools provide business value in an asset management context

Meridian.