

Position description:

Initiative Lead

Reporting to:

DigiGEN Lead

Date:

June 2026

Location:

Flexible – based at, or accessibility to, our hubs:
Wellington, Christchurch or Twizel

The role

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.

The **Initiative Lead** is responsible for driving the delivery of value. They will build and lead high-performing squads with the capability needed to generate value. They support their team by prioritising ruthlessly, clearing roadblocks and leading delivery through shared vision.

With strong collaboration skills, they build trusted partnerships across the business to elicit ideas, meet stakeholder needs and deliver the change needed at the heart of this initiative.

Position accountabilities

- Work closely with the initiative sponsor, the DigiGEN Lead, and peer Initiative Leads, to understand DigiGEN and organisational priorities, and align the squad priorities around those, including inter-initiative value opportunities.
- 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 the squad, fostering a culture of continuous improvement and value delivery.
- Focus on building healthy team dynamics to create high performance.
- Drive initiative value outcomes and refine backlogs & set sprint goals.
- Work alongside your team to get the mahi done.
- Accountable for setting squad objectives and key results (OKRs) for the initiative stream and communicate regular tracking to stakeholders.
- Collaborate with key stakeholders to ensure sprint work aligns with delivery of initiative OKRs



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Knowledge, experience and skills

Skills you'll have:

- Facilitation – can draw good ideas out of a diverse range of people.
- Strong leader, enabler of timely decision making, collaborator, team player, and individual contributor.
- Strong communication skills. Comfortable speaking with business stakeholders and engaging in a way that brings them on the journey.
- Strong problem solver with ability to manage and lead the team to push the solution and progress.

Mindset and behaviours:

- 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, show curiosity, and drive fresh thinking - 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 and push teams to do the same.
- Encouraging of experimentation - fail fast, learn, and grow.
- Visionary, passionate about find ways to lift performance and deliver improvement.
- Growth mindset to drive innovation.
- Ensures user experience is a central focus to support adoption and embedding.

Domain expertise:

- Has the ability to use quantitative and qualitative data to inform strategic choices.
- Can leverage data analysis to develop actionable plans.
- Evidence-based prioritisation using metrics and insights to rank initiatives by impact and feasibility.

Skills you'll develop or enhance in this role:

- Develop different ways of delivering work – this may include incorporating some agile methodologies such as agile ceremonies, managing a backlog/release plan, tracking team level metrics, removing blockers etc.
- Developing a deep understanding and knowledge of various roles in a 'digital factory'.
- Develop a good understanding of data and digital tools that will provide business 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

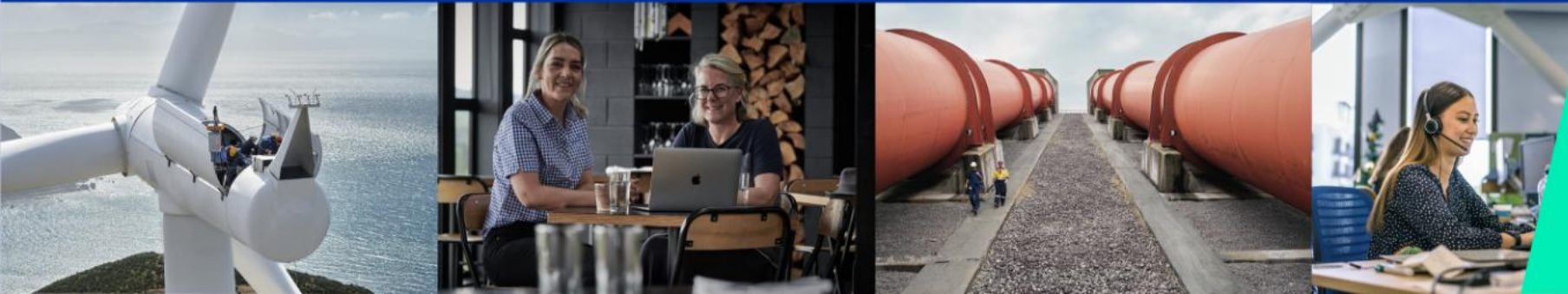
Foster understanding: Engage on a bold aspiration

Guide me

Reinforcement: Remove Barriers, Deliver value

Connect me

Collaborate: Build strong relationships through network model



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