

## Position description:

# Project Manager – Waitaki Upgrade Project

## Reporting to:

Head of Generation Strategy & Commercial

## Date:

May 2026

## Location:

Flexible, Waitaki/Kurow/Twizel during execution.

## 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 7 Unit 1930's hydro generation station requiring careful installation of new equipment and systems in an operating hydro generation asset. The largest investment in this asset since its construction 100 years ago. A strong focus on safety, quality and long-term operational performance is needed. The project is progressing through a development phase and will transition into full execution following Business Case submission and Final Investment Decision (FID) this year.

This role leads the core Waitaki Upgrade Project team and will work within Meridian's major project governance framework reporting to a governance group that includes members of the Meridian Executive Leadership and periodically, the Meridian Board. Ultimately accountable for the safe delivery of the Waitaki Upgrade Project and the expected plant performance gains, this role spans both planning and delivery phases, with accountability for shaping delivery strategy, execution readiness, governance, risk management and project team capability & performance. Leading full project execution through construction, commissioning and handover back to operations on completion. The Project Manager provides overall leadership of the delivery team and is accountable for achieving the agreed time, cost and quality outcomes of this historically significant major project while maintaining exemplary safety performance.

## Role Purpose

Delivery of the Waitaki Upgrade Project ensuring the project is well governed, delivered safely, on time and within approved investment parameters. Leading the Project Team throughout the planning, preparation, execution and handover phases ensuring individual and collective responsibility for and satisfaction with performance and quality outcomes of the project.

## Position Accountabilities

- Provide overall leadership and accountability for the Waitaki Upgrade Project across the full lifecycle of planning, preparation, execution and handover phases.
- Develop the project delivery strategy, ensuring the programme is structured for safe, efficient and predictable execution in a complex brownfield operating environment.
- Overall accountability for project activities necessary for success including delivery planning, execution readiness, risk reduction, constructability planning and transition into execution.
- Ensure that technical knowledge, design intent, commercial positions and established contract commitments translate into acceptable delivery performance and outcomes.
- Establish and lead the project governance framework, ensuring clear decision-making, effective escalation, and disciplined management of scope, cost, schedule and risk.



# Meridian.

The Power to  
Make a Difference.

## Position Accountabilities (cont)

- Provide the Project Governance Group with clear, concise, and timely reporting on project status, risks, opportunities, and outcomes.
- Ensures that strategic, commercial, risk, and delivery considerations are clearly articulated to support informed decision-making
- Board and Executive direction is accurately interpreted and embedded into project planning and execution
- Build, lead and integrate a high-performing multi-disciplinary project team, setting clear expectations for accountability, delivery focus, safety and collaboration.
- Take full accountability for project risk and opportunity management, ensuring major delivery, safety, commercial and interface risks are actively identified, mitigated and governed.
- Lead the relationship with suppliers and delivery partners, ensuring performance, safety, quality and contractual obligations are met.
- Lead the transition from design and procurement into construction and commissioning, ensuring readiness across systems, people, contracts and site constraints.
- Ensure the project is delivered in alignment with Meridian's health and safety expectations, engineering standards and long-term asset performance requirements.
- Own the final project outcomes, including plant performance, operational handover and closure.

## Knowledge, experience and skills

- Extensive experience leading large, multi-year, complex infrastructure programmes through strategic planning, preparation and execution, ideally within energy, hydro or power generation environments.
- Demonstrated success delivering major brownfield projects within live operating environments, managing coexistence with operational assets and workforce.
- Strong programme-level capability in governance, risk management, cost control, schedule management and delivery assurance.
- Deep understanding of engineering-led projects, including integration of electrical, mechanical, civil and construction workstreams.
- Experience managing major OEM and contractor relationships, including complex procurement, commercial interfaces and performance management.
- Proven leadership capability, establishing, developing and sustaining performance from a multi-disciplined project team throughout the full project lifecycle
- Highly developed health and safety leadership capability, with a track record of safe delivery in high-risk environments.
- Strong commercial judgement and decision-making under uncertainty, with the ability to balance risk, value, schedule and long-term asset outcomes.
- Clear, authoritative communicator with the credibility to engage senior executives, boards, regulators, contractors and operational leaders.
- Resilient, decisive and delivery-focused leadership style, capable of operating in complex, ambiguous and high-profile project environments.



**Meridian.**

The Power to  
Make a Difference.