

Position description:

Principal Software Engineer

Reporting to:

AI, Automation & Software Development
Lead

Date:

July 2026

Location:

Wellington or Christchurch

Position accountabilities

- Hands-on software engineer/developer accountable for designing and building secure, scalable, maintainable software solutions.
- Establish and mature a new software engineering team, including its engineering culture, technical capability, architecture, standards, and ways of working.
- Set technical direction across software engineering initiatives and champion engineering excellence and continuous improvement across architecture, code quality, automated testing, performance, security, DevOps, and CI/CD.
- Own the end-to-end application lifecycle for assigned products and services, from design and development through implementation, operation, evolution, and transition.
- Collaborate with business, and engineering stakeholders to deliver software solutions through cross-functional squads.
- Guide and mentor engineers, helping to build capability, improve engineering practices, and maintain a strong focus on delivering value.
- Enable the organisation by establishing software engineering as both an enabling function and a specialised practice.

Knowledge, experience and skills

- Significant software engineering experience as a hands-on individual contributor, with a proven ability to own solution architecture, set technical direction, design scalable systems, and champion engineering excellence across the full software development lifecycle.
- A proven track record as a full-stack engineer, with deep expertise in modern backend development, including systems integration and workflow automation, and the ability to design, establish, and evolve production cloud environments, alongside production-level front-end experience.
- Strong experience with a modern technology stack relevant to our anticipated environment, including C#/.NET, Azure, JavaScript or TypeScript, Python, React, or equivalent experience with other modern technologies.
- Demonstrated transferable technical capability, sound engineering judgement, and the confidence to challenge and help shape our technology choices.
- Experience designing and working with a range of architectures, integration patterns, and systems.
- Experience in product and outcome-focused engineering environments, taking end-to-end ownership and collaborating with business stakeholders across design, build, enablement, and transition.

Our purpose

Clean energy for a fairer
and healthier world.

What we value

Customers, Safety,
Sustainability, People.

Our behaviours: 'How to Be'

Be gutsy, Be a good human,
Be in the waka.



Meridian.

The Power to
Make a Difference.

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Knowledge, experience and skills (continued)

- Strong experience with modern engineering practices, including automated testing, CI/CD, secure-by-design development, disciplined code review, and maintainable architecture patterns.
- A passion for innovation and emerging technologies, including the practical, day-to-day use of AI coding tools and an interest in AI-assisted engineering, automation, and agentic workflows.
- A pragmatic, proactive, and growth-oriented mindset, with the ability to solve complex problems, move quickly, experiment, take ownership, and adapt to change.
- Demonstrated ability to lead and mentor engineers, improve engineering practices, and keep teams focused on delivering value.
- Strong communication and influencing skills, with the ability to guide technical decisions across engineering and product and explain technical concepts and trade-offs to non-technical stakeholders.
- A collaborative approach that supports a non-hierarchical culture built on transparency, safety, and trust.

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