

## Position description:

# Head of Generation Assets

## Reporting to:

General Manager - Generation

## Date:

March 2026

## Location:

Christchurch, Wellington, or Twizel

## The role

The Head of Generation Assets is responsible for keeping the lights on by taking end-to-end ownership of asset health and availability across Southland, Waitaki, and the North Island.

This includes overall responsibility for the full Generation asset portfolio, covering hydro, wind farms, grid-scale batteries, and solar as it is developed and brought into operation.

The position leads asset health and availability, balancing strong day-to-day performance with long-term asset integrity, risk, and value. This is achieved by working closely with Generation practice teams and partner value streams to lift availability and manage operations and maintenance costs.

Leadership in this role reflects kaitiakitanga, taking a long-term stewardship view of critical assets and the outcomes they enable. It also reflects whanaungatanga and manaakitanga, building strong relationships, shared accountability, and a supportive environment where people can do their best work, safely and sustainably.

Working alongside the Renewable Development function, the role ensures new assets are handed over smoothly and are ready to operate from day one. As part of the Generation Leadership Team, the Head of Generation Assets helps shape Generation's strategy and long-term investment decisions.

## Position Accountabilities

- Owns asset health and availability as portfolio-wide outcomes, accountable for a safe, reliable, and efficient electricity supply across the Generation portfolio.
- Delivers these outcomes through Generation practice teams, including Maintenance, Engineering, Data & Digital, Integrated Work, Commercial & Strategy, and ICT. Sets clear priorities and trade-offs across maintenance, outages, projects, and capital investment, working closely with Strategy & Portfolio to optimise performance, risk, and long-term value over time.
- Leads the shift to predictive, risk-based asset management through DigiGEN (Meridian's programme for data-driven asset management and investment decision-making), improving availability, reliability, and portfolio outcomes across operating and capital investment.
- Champions improvements in asset productivity and operational flexibility, ensuring Generation assets can respond effectively to changing market conditions, system needs, and future portfolio evolution.
- Owns operating and capital budget outcomes for Electricity Supply, prioritising investment based on risk, asset condition, value, and system benefit.
- Leads regional managers and site owners to deliver safe, well-controlled, and high-performing operations, with care for people, clear accountability, and a strong safety culture.



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## Position accountabilities (cont.)

- Leads key internal and external relationships, building trust and shared accountability to ensure operational delivery aligns with Meridian's strategic objectives. This includes partnering with landowners, suppliers, and sector stakeholders to support Scope 3 farm carbon emissions reduction outcomes across the Generation portfolio.
- As a member of the Generation Leadership Team, works collectively with peers to set Generation's strategic direction, jointly owning outcomes for performance, safety, culture, and long-term value.
- Actively develops Generation's adaptive leadership maturity, strengthening collective decision-making, accountability, and the ability to respond to uncertainty, complexity, and change.

## Knowledge, experience and skills

### Asset, Portfolio & Commercial Leadership

- Skilled in systems thinking to optimise asset health and stewardship across complex generation assets.
- Experienced in prioritising maintenance, outages, projects, and investments for overall portfolio results.
- Strong commercial and strategic judgement in managing budgets, investments, and long-term asset plans.
- Capable of balancing immediate operations with long-term asset integrity and value.
- Demonstrated ability to consistently achieve complex portfolio-wide outcomes, translating strategy and priorities into delivery through others in a matrixed operating model.

### Digital, Data & Transformation

- Experience leading digital and data-enabled transformation in asset-intensive, operational environments.
- Strong digital literacy, able to engage with teams and use data and insights to inform and influence portfolio-level decisions on asset health, availability, risk and investment.

### Safety & Operational Excellence

- Deep understanding of safety-critical operations and risk management within regulated environments.
- Strong safety leadership capability, able to balance operational performance with safe decision-making, clear accountabilities, and a people-centred safety culture.
- Demonstrated leadership in modern safety approaches, including Safety-II and Human & Organisational Performance (HOP), focusing on how work is actually done, continuously learning from normal operations, and strengthening system resilience.

### Leadership & Influence

- Experienced in leading and influencing within a matrixed structure, achieving results through teams and partnerships.
- Skilled in adaptive leadership, managing uncertainty, balancing priorities, and enhancing accountability.
- Effective in relationship-based leadership, collaborating with leaders, suppliers, regulators, and partners to align with Generation and Meridian strategies.



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