

## Market Remuneration in the Power, Water and Utilities Sectors - 2009 Survey Positions



### **Board of Directors**

1001	Chairman
1005	Deputy Chairman
1010	Non-Executive Director

### **Trading – Back Office**

1880	Manager Settlements
1882	Senior Settlements Officer
1885	Settlements Officer

### **Senior Management**

1100	CEO/Managing Director
1110	Chief Operating Officer
1120	General Manager Corporate Services
1130	General Manager Strategy and Dev.
1140	General Manager Regulatory Affairs
1150	Chief Financial Officer
1160	General Manager Trading
1170	General Manager Business Dev.
1180	General Manager Customer Ops.
1190	General Manager Operations
1200	Chief Engineering Executive
1210	Chief Information Officer
1220	Chief Human Resources Executive

### **Finance**

2020	Treasury Manager
2050	Finance Manager
2100	Senior Financial Accountant
2120	Senior Management Accountant
2150	Senior Specialist Accountant
2180	Taxation Manager
2183	Senior Taxation Accountant
2185	Taxation Accountant
2200	Financial Analyst
2220	Financial Accountant
2225	Management Accountant
2250	Assistant Accountant
2300	Graduate Accountant (To 2 years)
2400	Internal Audit Manager
2420	Internal Auditor
2460	Risk & Compliance Manager
2470	Risk Analyst
2480	Contracts Administrator
2500	Credit Manager
2520	Credit Officer
2590	Payroll Manager
2600	Payroll Officer
2650	Senior Accounts Clerk
2670	Accounts Clerk
2700	Cashier

### **Planning and Development**

1602	Corporate Planning Manager
1610	Business/Corporate Planner

### **Regulatory Affairs**

1820	Economic Regulation Manager
1830	Technical Regulation Manager
1835	Regulatory/Policy Analyst

### **Trading – Energy (Electricity & Gas)**

1840	Energy Trading Manager
1842	Principal Energy Trader
1845	Senior Energy Trader
1847	Energy Trader

### **Finance -Billings/Revenue**

2800	Billings/Revenue Manager
2805	Senior Billings/Revenue Officer
2810	Billings/Revenue Officer

### **Trading - Emissions**

1850	Emissions Trading Manager
1852	Principal Emissions Trader
1855	Senior Emissions Trader
1857	Emissions Trader

### **Business Development and Stakeholder Relations**

3020	Head of Business Development
3060	Commercial Manager
3120	Stakeholder Relations Manager
3150	Stakeholder Relations Officer
3170	Marketing Analyst
3450	Key Account Manager

### **Trading - Water**

1860	Water Trading Manager
1862	Principal Water Trader
1865	Senior Water Trader
1867	Water Trader

### **Customer Service**

3860	Customer Service Manager
3865	Customer Service Team Leader
3870	Customer Service Officer
3875	Call Centre Manager
3880	Call Centre Team Leader
3885	Call Centre Operator

### **Trading – Risk & Analysis**

1870	Trading Risk & Analysis Manager
1872	Principal Trading Analyst
1875	Senior Trading Analyst
1877	Trading Analyst

**Supply/Logistics**

4075 Supply/Logistics Manager  
4150 Senior Procurement Officer  
4170 Procurement Officer  
4250 Warehouse Manager  
4300 Storeperson

**Environmental Science/Climate Change**

4505 Manager Environment/Sustainability  
4507 Principal Environmental Scientist  
4510 Senior Environmental Scientist  
4515 Environmental Scientist  
4520 Graduate Environmental Scientist  
4585 Trade Waste Co-ordinator  
4590 Manager Climate Change  
4595 Climate Change Analyst

**Engineering Environmental**

5350 Environmental Engineering Manager  
5355 Principal Environmental Engineer  
5360 Senior Environmental Engineer  
5365 Environmental Engineer  
5370 Graduate Environ. Engineer (2-3 years)  
5375 Graduate Environ. Engineer (1-2 years)  
5380 Graduate Environ. Engineer (To 1 year)

**Engineering Civil**

5450 Civil Engineering Manager  
5455 Principal Civil Engineer  
5460 Senior Civil Engineer  
5465 Civil Engineer  
5470 Graduate Civil Engineer (2-3 years)  
5475 Graduate Civil Engineer (1-2 years)  
5480 Graduate Civil Engineer (To 1 year)

**Engineering Design**

5550 Design Engineering Manager  
5555 Principal Design Engineer  
5560 Senior Design Engineer  
5565 Design Engineer  
5570 Graduate Design Engineer (2-3 years)  
5575 Graduate Design Engineer (1-2 years)  
5580 Graduate Design Engineer (To 1 year)

**Engineering Electrical**

5650 Electrical Engineering Manager  
5655 Principal Electrical Engineer  
5660 Senior Electrical Engineer  
5665 Electrical Engineer  
5670 Graduate Electrical Engineer (2-3 years)  
5675 Graduate Electrical Engineer (1-2 years)  
5680 Grad. Electrical Engineer (To 1 year)

**Engineering Mechanical**

5750 Mechanical Engineering Manager  
5755 Principal Mechanical Engineer  
5760 Senior Mechanical Engineer  
5765 Mechanical Engineer  
5770 Grad. Mechanical Engineer (2-3 years)  
5775 Grad. Mechanical Engineer (1-2 years)  
5780 Grad. Mech. Engineer (To 1 year)

**Engineering Project Management**

5850 Project Engineering Manager  
5855 Principal Projects Engineer  
5860 Senior Projects Engineer  
5865 Project Engineer  
5870 Graduate Project Engineer (2-3 years)  
5875 Graduate Project Engineer (1-2 years)  
5880 Grad. Project Engineer (To 1 year)

**Technical**

6050 Senior Draftsperson  
6070 Draftsperson  
6080 Principal Technical Officer  
6100 Senior Technical Officer  
6120 Technical Officer

**Maintenance/Construction**

6500 Mtce./Const. Manager  
6510 Mtce/Const. Superintendent - Civil  
6515 Mtce/Const. Superintendent - Electrical  
6520 Mtce/Const. Superintendent - Mech  
6550 Mtce/Const. Supervisor - Civil  
6555 Mtce./Const. Supervisor - Electrical  
6560 Mtce/Const. Supervisor - Mech.  
6600 Mtce./Const. Trades - Electrician  
6610 Mtce./Const. Trades - Mechanic  
6650 Labourer/Trades Assistant

**Operations**

6800 Operations Manager  
6820 Operations Superintendent  
6850 Operations Supervisor  
6870 Operator - Heavy Plant  
6875 Operator - Light Plant

**Control Room**

6950 Control Room Supervisor  
6970 Control Room Operator

**Information Technology**

7040 Manager Information Technology  
7050 IT Project Manager  
7055 Senior Database Analyst  
7060 Database Analyst  
7100 Senior Analyst/Programmer  
7150 Analyst/Programmer  
7160 E-Business Programmer/Web Designer  
7170 IT Graduate (To 2 years)  
7250 Computer Operations Manager  
7290 Help Desk Operator  
7350 LAN Administrator  
7360 GIS Analyst  
7370 SCADA Programmer

**Human Resources/People & Culture**

8040 Human Resources Manager  
8050 Employee Relations Manager  
8100 Learning & Development Manager  
8120 Remuneration & Benefits Manager  
8130 OH & S Manager  
8150 Senior Human Resources Advisor  
8170 Human Resources Advisor  
8200 Learning & Development Advisor  
8210 Occupational Health & Safety Advisor  
8230 HR Graduate (To 2 years)

**Administration**

9050 Building & Services Administrator  
9070 Fleet Administrator  
9150 Executive Assistant to CEO  
9160 Exec. Assistant to Senior Executive  
9170 Admin. Assistant  
9200 Receptionist/Telephonist

**Legal/Governance**

9400 General Counsel  
9405 Principal Legal Counsel  
9410 Senior Legal Counsel  
9420 Legal Officer  
9450 Company/Corporate Secretary  
9460 Governance Manager

**Industry Specialist Positions**

**Electricity - Generation & Distribution**

9500 Production/Generation Manager  
9510 Production/Generation Superintendent  
9520 Production/Generation Supervisor  
9530 Fuels Manager  
9540 Distribution Manager  
9550 Transmission Superintendent  
9560 Manager Energy Demand Forecasting  
9562 Power System Operations Manager  
9565 Power System Operator  
9568 Line Worker

**Electricity – Renewables**

9570 Senior Wind Energy Specialist  
9572 Wind Energy Specialist  
9575 Solar Energy Specialist

**Water**

9600 Manager Network Operations  
9610 Manager Network Strategy  
9615 Manager Asset Performance  
9620 Manager New Connections  
9630 Treatment Plant Superintendent  
9640 Treatment Plant Operator  
9650 Distribution Supervisor  
9655 Reuse/Recycling Specialist

**Gas**

9700 Pipelines Manager  
9710 Pipelines Superintendent  
9720 Pipelines Operator/Technician  
9730 Measurement Manager  
9735 Gas Operations Manager  
9740 Gas System Operator

