



## Market Remuneration in the Power, Water and Utilities Sectors - 2010 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

