

Position Description

Role Overview	
Position Title:	Senior Network Engineer
Reports To:	Head of Network Transformation
Location:	Christchurch
Date:	May 2022

Why Enable?

As a locally owned business, we aim to reflect the wider diverse community that we serve. At Enable, inclusion and diversity are at the centre of what we do, and one of our four core values is to 'Show the Love'. It determines the way we think, who we employ and how we work together and with our community. We encourage our people to bring their authentic selves to work, creating a safe, inclusive and innovative environment for our people and our customers.

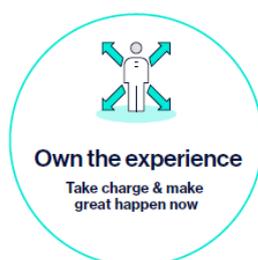
Enable would be nothing without the passion our people have for the work we do. We believe in empowering our team and giving them the tools, they need to 'Smash Boundaries' and create new outcomes that delight our customers. So, why would you want to become an Enable person? We're working on some great initiatives for our community, but we also look after our people too.

Enable is a living wage employer and offers a benefits package including a fibre broadband allowance, wellbeing and sustainability allowance and an extra day off per year to attend volunteer days, for your birthday or just to relax! We believe our people do their best work where, when and how it suits them, so our flexible working arrangements are as flexible as they can get.

Alongside our owners, the Christchurch City Council, we are committed to being net carbon neutral in our operations by 2030. We also want to operate our business in a sustainable way so future generations can continue to thrive. Our office is rated a green star 5 and we're investing in smarter tools and systems to reduce our waste and resource consumption.

We enjoy every moment that we spend '**Connecting our Community with Unlimited Opportunity**'.

Enable Fibre broadband allows people to connect like never before, and here at Enable we don't just believe in connecting people with the world online – we believe in connecting with the people of our community. We are committed to helping make Christchurch a better place for our community to connect, live, work and do business. We strive to be customer-led, understanding the unique needs of our customers and wider community, 'keeping it simple and fresh', and working together to deliver experiences that delight, and build trust – after all, here at Enable we 'own the experience'.



Purpose of this Role

As the Senior Network Engineer, from a technical perspective you will lead and champion the projects relating to layer 2 aggregation, access network as well as core OSS stack to support the new network. You will be responsible for ensuring that the network meets existing and future network-based service requirements; you will identify new product opportunities, technologies and ways of implementing and effectively operating network solutions. You will lead the advancement of network engineering within Enable, delivering a world-class network at optimal lifetime cost.

Key Relationships	
Within Enable:	<ul style="list-style-type: none"> → Operations → Commercial → Network Delivery team → Business Technology & Innovation
Major External Contacts:	<ul style="list-style-type: none"> → Service Partners / Network equipment suppliers/integrators → Retail Service Providers → Civtec → Other network operators and Local Fibre Companies
Key Dimensions of Role	
Number of Reports:	→ Nil
Expenditure Authority:	→ N/A
Decision Making Authority	
Decisions Expected:	<ul style="list-style-type: none"> → Network engineering solutions → Network configuration → Network architectural design → Technology Implementation approach → Technology development approach
Recommendations Expected:	<ul style="list-style-type: none"> → New technology application → Extended use of the network
Key Responsibilities	
Business Outcome:	Key Responsibilities:
Network Technology	<ul style="list-style-type: none"> → Provide technical support to identify, validate and implement new technologies that support Enable's strategic and business plan requirements → Manage Network management software → Network modelling ensuring the right solution is implemented at the right time for the right reasons → Provide further development and documentation of Enable's Architectural Principles → Prepare RFPs and participate in vendor evaluations, ensuring Network solutions adhere to Enable's Engineering standards → Participate and represent Enable at various industry forums → Evaluate vendor roadmaps and technology options → Provide mentoring and guidance to develop a deep understanding of both the logical and physical Ethernet and Optical networks within Enable → Network designs, as-built records are documented
Network Engineering	<ul style="list-style-type: none"> → Champion the development of Enable Network Engineering's Centre of Excellence → Lead the development and technical management of Enable's Network including:

	<ul style="list-style-type: none"> ○ Layer 2 Access and Aggregation network ○ the associated Network Management architecture ○ NPM/NQA platform ○ ACS platform ○ Active and passive Layer 1 access network ○ Central office infrastructure <p>→ Lead the development of Enable’s engineering standards for ;</p> <ul style="list-style-type: none"> ○ Network security ○ Network performance management ○ Capacity management ○ Inventory management ○ Capability management <p>→ Develop technical networking expertise across Enable’s network through mentoring</p> <p>→ Work alongside Enable’s network Integrators to become the conduit for engineering and technical development</p> <p>→ Be the acknowledged in-house technical (pre-Tier 3) support to Enable Operations and Commercial teams</p> <p>→ Maximise network performance and reliability while minimising disruption and costs</p>
<p>Continuous Improvement</p>	<p>→ Lead programs to identify and action areas where existing architecture and engineering policies, procedures, practices and/or standards can be improved or where new ones need to be developed.</p> <p>→ Develop product and network performance led improvement plans</p> <p>→ Lead problem and incident analysis reviews to minimise repeat service interruptions</p> <p>→ Network performance reporting development plan</p> <p>→ Network Performance meets Reference Offer and Commerce Commission Information Disclosure reporting targets</p> <p>→ Implement continuous improvement plans</p> <p>→ Meeting network availability and other network performance/quality measure targets</p>
<p>RFP and Stakeholder Interactions</p>	<p>→ Develop strong working relationships with Retail Service Providers (RSP)</p> <p>→ Provide technical support to the Commercial team and participate in required forums</p> <p>→ Provide clarity and visibility on architectural and engineering matters to RSPs, customers, contractors and stakeholders</p> <p>→ Communicate effectively across a diverse range of customers, contractors and stakeholders</p>
<p>This position description is not intended to be a complete or limiting description of the functions that may reasonably be requested to undertake.</p>	
<p>Key Challenges for the Position</p>	<p>→ Seamless transition to the new Layer 2 platform (internal and external)</p> <p>→ Ensuring all products and services meet or exceed Architectural & Engineering requirements and principles</p> <p>→ Creating an Enable Network engineering and architecture ‘Centre of Excellence’</p> <p>→ Ensuring all stakeholder groups have an appropriate level of understanding of Enables network challenges, requirements and plans and bring others along on the Enable technology journey</p>

Other Relevant Information	
Health, Safety and Wellness:	<ul style="list-style-type: none"> → Demonstrate a commitment to continually improving health, safety and wellness performance. → Allocate the necessary human and financial resources to achieve operational and strategic goals.
Continuous Improvement:	<ul style="list-style-type: none"> → Seek out ways to continuously improve and own the experience by taking charge and making great happen. → Participate enthusiastically and positively in improvement initiatives.
Statutory / Compliance Responsibilities:	<ul style="list-style-type: none"> → Safeguard Enable from legal/reputation risk by complying with all relevant statutory, regulatory, contractual and legal requirements and standards. → Comply with all of Enable’s requirements and policies including the enforcement of internal controls and delegated authority rules. → Know and monitor compliance and advise the CEO and General Counsel on any risk and ensure agreed mitigation plans are in place and actioned.
Diversity & Inclusion	<ul style="list-style-type: none"> → Foster a culture that embraces diversity, capability, inclusion and trust for Enable People and community. → Each one of our Enable People bring with them a diverse set of perspectives, work and life experiences, as well as religious and cultural differences. The power of diversity can only be unleashed, and its benefits reaped when we recognise these differences and respect and value each other irrelevant of our backgrounds. → Challenge your thinking and biases with others who will have different experiences and opinions, in order to drive more robust and collaborative outcomes → Enable People work in diverse teams, making for a safe, inclusive and innovative environment.

Person Specification	
Formal Education	<ul style="list-style-type: none"> → Engineering Degree or industry acknowledged equivalent → Networking qualifications e.g. CCND or JNCDA
Specialist Training and Experience	<ul style="list-style-type: none"> → 5+ years of Ethernet + Carrier Network Engineering experience → Experience in designing and configuring Huawei/Nokia/Adtran and other access technologies → Experience in designing and configuring Huawei/Cisco aggregation technology → Knowledge of MPLS/segment routing network design, GPON architecture, and Ethernet standards → eTOM/TAM/SID → Experience in presenting to people of every level of an organisation (both internally and externally)
Specific Knowledge, Skills and Attributes	<ul style="list-style-type: none"> → Technical leadership → Critical thinking and problem-solving ability → Excellent verbal and written communication skills → Ability to translate technical language to any level of an organisation → Ability to build and maintain strong relationships with stakeholders → Documentation and reporting skills → Adaptability and flexibility → Great team player