

ENGINEERING OPPORTUNITIES



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Do you want to play a role in Delivering A Sustainable Energy System For All?

NIE Networks is embarking on a once-in-a-generation overhaul of the entire electricity network in Northern Ireland so it is an exciting time to join the company. Our vision is to deliver a sustainable energy system for all, by leading the transition to a net zero future.

To learn more about our ambitious plans listen to our Managing Director, [Derek Hynes](#).

To help us achieve our goals we have plans to recruit more than 30 engineers during 2024 for a variety of roles (included further in the document). We are keen to hear from engineers of all experience levels – from newly qualified to those with extensive engineering backgrounds.

You will work within our business and will be involved in designing, developing, maintaining and operating the electricity network to meet the demands of society in the short, medium and long term.

You will also work to ensure that the right level of investment is undertaken on the network, in the right place and at the right time. This is critical to facilitating net zero and delivering a flexible, resilient and integrated energy system. The work will form part of a £3bn investment in the network over the next decade.

OUR VALUES



WHY NIE NETWORKS?

Our employees are at the heart of our success and will assist us in shaping the future of an ever-changing energy industry.

It is important that your pay makes you feel valued and that your skills are respected. That's why we review our salaries annually, benchmarking them against the industry and putting in place competency based pay progression scales.

But reward should be more than just financial.

We believe that everyone should feel safe and be healthy during their time working for us. We also want all of our employees to feel valued, respected and welcomed and to have opportunities for training and development to allow you to be the best you can be.

The Package

An attractive salary and benefits package, commensurate with experience and qualifications will be available to the successful candidate.

The company also offers many other benefits.



Should you have any questions about the job roles on offer or the benefits available at NIE Networks, please contact our Talent Acquisition Partner [Emma McCourt](#).

IET Corporate Partner

NIE Networks is a Corporate Partner of the Institution of Engineering and Technology (IET) to acknowledge the level of professional competence of our engineering staff and to help highlight the activity that occurs within the wider global engineering and technological community. This partnership along with our Accredited Professional Development Scheme recognises that NIE Networks is committed to the professional development of our engineers, will encourage your membership with the IET (including paying for membership fees) and support you to become professionally registered with the institution.

The IET is the world's largest professional engineering institution offering professional registration; Chartered Engineer (CEng), Incorporated Engineer (IEng), Engineering Technician (EngTech) and ICT Technician (ICTTech).



LIFE AT NIE NETWORKS?

Whether you spend your day on site, engaging directly with customers, supporting our network or working in one of our newly refurbished offices, we like to think life at NIE Networks is pretty rewarding.

We are proud to be an Investors in People Gold company and to have achieved Silver Diversity Mark accreditation. The more fulfilled, respected and encouraged our employees are and the more harmonious and diverse the working environment is the better we are and the quicker we lead the way to a renewable and prosperous future. [Hear from some of our employees](#) and the varied roles and career paths they have taken.

We are also committed to a sustainable future. Our sustainability and environmental action plan is built upon two interconnected foundations; becoming a net zero organisation and enacting our environmental stewardship. For seven years running we have been awarded a Platinum award in the NI Environmental Benchmarking Survey. Working with RSPB, Wildlife Aware and the Tree Conservation Volunteers, we are expanding and increasing our impact in this space.

You can learn more about [life at NIE Networks](#) on our website.

WHAT OPPORTUNITIES ARE AVAILABLE?

We currently have engineering vacancies across all experience levels (from newly qualified to those with extensive engineering backgrounds) within our business and would love to hear from you if you are ready to be challenged and wish to be part of a dynamic team.

The list of roles we are currently recruiting for include (but are not limited to):

- **Asset Engineers (Plant, Lines, Cables, Protection, Metering)** – to manage our networks assets over their lifecycles and decide on investment priorities for our asset base as we seek to enhance the electricity network for the net zero transition.
- **Connections Development Engineer** – responsible for delivering change in Connections as NIE Networks support the transition to a low carbon economy. This includes engaging with key stakeholders such as the Utility Regulator, SONI and DfE.
- **Connection Planning Engineers** – responsible for design and quoting compliant connection offers for commercial and domestic demand connection up to 200kVA including alterations to existing assets. The engineer will be main point of customer contact and also be responsible for the pre-construction works for accepted connection offers.
- **Distribution System Operator, Flexibility & Local Net Zero Engineers** – to trial and implement innovative systems including the forecasting of future capacity constraints, supporting local markets and operating a more flexible, resilient and integrated energy system.
- **Emergency Planning & Operational Resilience Manager** – ensure operational readiness for severe weather and other events, while ensuring ongoing stakeholder management of important partners in NI, GB and Rol.
- **Generation Compliance Engineer** – to manage industry stakeholders, ensure new large scale generator connections are compliant with Network Codes and contribute to the ongoing development of policies.
- **Generation HV Design Engineer** – they will be responsible for delivering / reviewing network connection designs, and assisting with contestable & non-contestable network design processes associated with generation and storage connections.
- **Key Projects Pre-Construction Engineers** – responsible for the project management of large distribution connections at both 11kV and 33kV from connection offer acceptance stage through to energisation. The engineer will act as the main point of contact for customers during this time.
- **Major Projects Engineers** – focus on designing and quoting compliant connection offers for major demand and EV charging point customers across commercial and housing sectors. The engineer will be main point of customer contact and will also be responsible for the pre-construction works for accepted connection offers.
- **Network Operations Systems Engineers** – to maintain and manage the ongoing development of, and data within, our key operational systems to enable an effective DSO transition
- **Network Planning Engineers** – to complete network studies to identify, plan and sanction network reinforcement necessary to ensure that the electricity network can accommodate growing demand while continuing to meet safety and security standards.
- **SCADA Engineers** – to maintain, manage, trouble shoot and develop our SCADA front end systems and field devices to enable renewable generation to safely connect to the network and ensure ongoing operational control and resilience.
- **Small Scale Generation Earthing Engineer** – responsible for soil resistivity tests, post construction earthing measurements, calculation and sign off as well as liaising with external earthing consultants to design appropriate earthing arrangements around ground mounted substations to enable safe connection of generation and storage.
- **Small Scale Generation Planning Engineers** – responsible for the LV design of small scale generation and storage connections along with quoting compliant connection offers. The engineer will be the main point of customer contact and be responsible for the pre-construction works for accepted connection offers.
- **Telecoms Engineer** – to manage, maintain and develop the Operational Telecommunications Network (OTN) with our appointed Managed Service Provider, making sure key performance indicators are met.

HOW DO I APPLY?

All applications are being processed online via the NIE Networks website careers page where you can upload your CV and covering letter on our recruitment portal, outlining how you meet the essential criteria and which job role(s) you would like to be considered for.

Applications submitted without a covering letter will not be accepted. To do this please log on to www.nienetworks.co.uk/jobs

Closing Date

Completed CVs and covering letters need to be submitted no later than **11pm on Monday 6th May 2024.**

- Candidates are required to apply through the NIE Networks recruitment portal.
- The best experience of this portal will be through the Google Chrome internet browser.
- Google Chrome can be accessed here: https://www.google.com/intl/en_uk/chrome/
- You will initially be asked to create a “candidate area” by inputting your email address and a secure password – once you select “Create candidate area” you can then log in directly using these same details.
- Please create your profile using an email address that you check regularly, the address that you register with will be the address that we contact you on.
- Within the vacancy on the job portal, select “Apply for vacancy” and upload your CV and cover letter.
- Please review your documents before submission – you will not have the opportunity to amend the application once it has been submitted.
- You will receive an email confirmation once your application has been submitted (Please check your junk mail too).
- Late applications cannot be accepted.

NIE Networks is committed to the principles of public appointments based on merit with independent assessment, openness and transparency of process.

WHAT DO YOU NEED?

To be considered you must upload a CV, and covering letter outlining how you meet the essential criteria below and which job role(s) are of interest:

- Have, or expect to attain by summer 2024, a HNC / HND / Degree that includes Electrical Engineering, Mechanical Engineering, Renewable Energy Engineering or Telecommunications (or a related engineering discipline)
- Be able to demonstrate the following three core competencies:
 - ✓ 1. Excellent Communication Skills
 - ✓ 2. Flexibility / Adaptability
 - ✓ 3. Team Player

Please note that if required, we will shortlist candidates against the following desirable criteria:

- Achievement of 1st, 2:1 or 2:2 Honours in degree course.
- Achievement of Distinction or Merit in HND / HNC course.
- Previous relevant work experience.

Any suitable candidates who are unable to be placed in a job role following interview will be offered the opportunity to be placed on a reserve list for up to 12 months should they wish to be considered for any additional roles that become available.

FOR YOUR INFORMATION

If you would like to view up to date information about NIE Networks please visit our [website www.nienetworks.co.uk](http://www.nienetworks.co.uk) or scan the QR codes below.

About NIE Networks



NIE Networks History



Or alternatively check out our social media platforms via the links provided on each graphic below.



DIVERSITY AND EQUALITY

NIE Networks has achieved Silver Diversity Mark accreditation and is committed to equality of opportunity and acknowledges the unique contribution that all potential candidates can bring in terms of their education, ethnicity, race, gender, nationality, age, religion, disability, sexual orientation and opinions. Applications are positively welcomed from all backgrounds and appointments are made on merit following a fair, open and transparent selection process.

INVESTORS IN PEOPLE®
We invest in people Gold



Diversity Mark
Silver Diversity Mark Accreditation

DISABILITY

NIE Networks will provide reasonable support to disabled applicants throughout the recruitment process. Applicants who may require special arrangements should identify this clearly within their application form to enable us to make any appropriate adjustments.

Behaviours

NIE Networks cares about our workforce, our stakeholders and the work we do. Our employees are asked to model these behaviours so that we can all work in a supportive and respectful environment.

Northern Ireland Electricity Networks

We CARE

We put employees and customers at the heart of what we do and keep ourselves and others safe and healthy.

- COURAGEOUS**
Each of us is prepared to challenge the way we've always done things, stand up for what we feel is right and try better ways of working
- ACCOUNTABLE**
We are accountable for our actions to ourselves, our colleagues, our customers and our stakeholders
- RESPECTFUL**
We treat others with dignity and respect, building trusted relationships with our customers, colleagues and communities to achieve mutual goals
- EMPATHETIC**
We seek to recognise and understand others' perceptions and feelings