

Position Description

Role Overview	
Position Title:	Network Engineer
Reports To:	Network Assure Manager
Location:	Christchurch
Date:	April 2021

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

Network Operations at Enable is constantly evolving how Engineering is utilised and applied upon our network; the Senior Network Engineer will facilitate the continued advancement of Network Engineering. As a Senior Network Engineer, you will be responsible for ensuring that the network is available for existing and future network-based services; you will identify new products, technologies and ways of operating, determining and implementing network decisions utilising Architectural and Engineering principles, EBITDA and ROI analysis and network modelling. You will assist in facilitating the advancement of Engineering within Enable, driving towards a future state operational model that employs advanced KPIs, thresholds and operating methodologies.

Key Relationships		
Within Enable:	<ul style="list-style-type: none"> → Operations → Finance → Legal → Design 	
Major External Contacts:	<ul style="list-style-type: none"> → Service Partners → End Users → Third Party's → Contractors → LFC's 	
Key Dimensions of Role		
Number of Reports:	→ Nil	
Expenditure Authority:	→ N/A	
Other: (e.g. Sales Revenue / Margin Target / Volume Indicators etc.)	<ul style="list-style-type: none"> → N/A → → 	
Decision Making Authority		
Decisions Expected:	<ul style="list-style-type: none"> → Network Engineering Solutions → Analytical decision modeling → Network Modelling → Network architectural design 	
Recommendations Expected:	<ul style="list-style-type: none"> → Business Case Development → Technology Implementation approach → Technology development approach 	
Key Responsibilities		
Business Outcome:	Key Responsibilities:	KPI:
Network Architecture	<ul style="list-style-type: none"> → Assist in the developing / maintaining Architecture roadmaps for L2, GPON and P2P. → EBITDA and ROI analysis → Technology analysis driving Architectural and Engineering decisions → Develop High and low-level designs, procedures and technology roadmaps → Network modelling ensuring the right solution is implemented at the right time for the right reasons. 	<ul style="list-style-type: none"> → Develop Architectural road map → Adherence to Architectural Principles → EBITDA and ROI Justifications → Network Modelling → Assist in developing an Architectural center of excellence

	<ul style="list-style-type: none"> → Adherence to Enable’s Architectural Principles → Technical expertise in all areas of the network hardware and software interconnection / interfacing. 	
<p>Network Engineering</p>	<ul style="list-style-type: none"> → 5+ years of Ethernet + Carrier Network Engineering experience → Continued involvement of Enables Network Engineering → Maximising network performance while minimising disruption and costs → Validation of Network solutions while adhering to Enable Engineering standards and accommodating for future technologies. → Drive Network performance, reliability, and cost reduction while delivering present and future services and growth → Identify, plan, validate and implement new technologies that align with Enables equipment and services requirements → Manage and configure Network management software → Ethernet and carrier network development → A deep understanding of both the logical and physical Ethernet and Optical networks → Performing hands-on network provisioning, performing low volume transactional work manually and resolving network configuration issues → Network Fault Investigations; determining root cause and corrective actions. → Assist the Implementation and operational performance of the following processes; <ul style="list-style-type: none"> → Network security → Service activation → Incident management → Problem management → Change management → Performance management → Capacity management → Inventory identification → Capability management 	<ul style="list-style-type: none"> → Assist in implementing Network Engineering’s Centre of Excellence → Network performance reporting and enhancements → Familiarity with the implementation and management of Cacti → Development of Network designs, procedures and supporting documentation prior to change being implemented → Engineering road map → Design review process → Support Assurance when required.
<p>Continuous Improvement</p>	<ul style="list-style-type: none"> → As part of the Network Operations team you will be provided opportunities to identify areas where existing architecture and engineering policies, procedures, practices and/or standards can be improved or where new ones need to be developed. → Strive to achieve continued positive outcomes and look for opportunities to make Enable better 	<ul style="list-style-type: none"> → Continuous improvement plans

	<ul style="list-style-type: none"> → Product and performance led improvements → Develop and lead network recommendations and improvements 	
RSP Interactions	<ul style="list-style-type: none"> → Develop strong working relationships with RSPs → Participate in RSP Communications → Provide clarity and visibility on Architectural and Engineering matters to RSPs → Communicate effectively across a diverse range of customers 	<ul style="list-style-type: none"> → RSP satisfaction Survey → RSP Network communications

This position description is not intended to be a complete or limiting description of the functions that may reasonably be requested to undertake.

Key Challenges for the Position	<ul style="list-style-type: none"> → Develop an Engineering & Architectural Road Map → Ensure all products and services meet or exceed Architectural & Engineering requirements and principles → Complete EBITDA and ROI analysis for Architectural and Engineering decisions → Lead all Network Engineering decisions → Assist in creating Network Engineering and Architecture ‘Centres of Excellence’
--	---

Other Relevant Information

Health, Safety and Wellness:	<ul style="list-style-type: none"> → Take personal responsibility for your health, safety and wellness. → Overtly demonstrate that you live the value of caring for each other, our community and the environment.
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 Our 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. → Our 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 → Networking qualifications
Specialist Training and Experience	<ul style="list-style-type: none"> → Huawei technology → Knowledge of MPLS network design, GPON architecture, and Ethernet standards → CCND → JNCDA → ITIL Foundation → eTOM → TOGAF → TISPAN
Specific Knowledge, Skills and Attributes	<ul style="list-style-type: none"> → Finance analysis → Strategic thinking → Analytical ability → Commercial acumen → Fault and problem process → Customer Service → Reporting → Word and Excel → Process, procedure and policy experience