

An aerial photograph of a large concrete dam with multiple spillways, situated in a valley. The reservoir is filled with dark blue water, and the surrounding landscape is covered in dense green forest and some rocky terrain. The text is overlaid on the left side of the image.

snowyhydro

JOIN TEAM
SNOWY IN 2023

Be part of a renewable energy future

SNOWY HYDRO VALUES

SAFETY



Safety is always
our number one
priority

TEAMWORK



We help each other
succeed through
support and trust

OWNERSHIP



We take pride in
our work and own
our choices

AGILITY



We are adaptable
and embrace
change

DECENCY



We treat others
the way we'd like
to be treated

COURAGE



We speak up and
act for what's
important

SNOWY HYDRO AS A BUSINESS

GENERATION

16 POWER STATIONS

10 HYDRO | 3 DIESEL | 3 GAS

5,500MW

MAXIMUM CAPACITY

ACROSS 3 STATES: NSW, VIC, SA

4,500GWh

GENERATION PER ANNUM

EXISTING PUMPED
HYDRO AT **TUMUT 3**



LARGEST RENEWABLE
GENERATOR

THIRD LARGEST
GENERATOR BY CAPACITY

FOURTH LARGEST
RETAILER IN THE NEM

RETAIL

1.1 MILLION ACCOUNTS

RED ENERGY | LUMO | LUMO SA | DIRECT CONNECT

ELECTRICITY AND GAS

4 STATES: VIC, SA, NSW, QLD

RESIDENTIAL CUSTOMERS

SMALL TO MEDIUM
BUSINESSES,
COMMERCIAL AND
INDUSTRIAL ACCOUNTS

SNOWY HYDRO AS AN EMPLOYER

- Generation and retail business operating across four states and territories
- Largest employer in the Snowy Mountains
- Retail brands are Red Energy, Lumo Energy, Lumo Energy SA and Direct Connect are 100% Australian-owned
- To support our existing renewable energy portfolio Snowy Hydro is building Snowy 2.0 and the Hunter Power Project
- We have invested in contracted wind and solar farms across Victoria, NSW and South Australia



SNOWY 2.0

OUR NEXT EXCITING CHAPTER

- Pumped-hydro expansion of the existing Snowy Scheme
- Links two existing reservoirs - Tantangara and Talbingo
- Water can be recycled again and again
- Will transform intermittent energy into reliable energy so it is available at times of peak demand
- Creating 1000s of jobs locally





SNOWY 2.0 PROJECT UPDATE VIDEO

GOOD FOR JOBS.
GOOD FOR PRICES.
UNDERPINNING
RENEWABLES.

IN THE HUNTER REGION

600

direct construction
jobs

1200

indirect employment
opportunities

\$800m investment
IN THE HUNTER ECONOMY

GOOD FOR
THE ENVIRONMENT

20 operational and maintenance staff
ONCE OPERATIONAL

UP TO

750MW

generating capacity

132kV

switchyard

2 heavy-duty,
open cycle gas turbines

37%

increase to the total peaking capacity
(scheduled) in the NSW energy system

Expected to be operational 2023

SNOWY HYDRO TRAINEESHIPS

1

Business administration or Information Technology options available

4

Study and work at the same time

2

12 month full-time employment opportunity

5

Receive a Certificate III & IV in Business Administration OR Receive a Certificate III of Information Technology certificate at local TAFE

3

Work within a variety of different teams whilst mentored by experienced professionals

6

Add to your CV

SNOWY HYDRO TRAINEESHIPS



SNOWY HYDRO APPRENTICESHIPS

1

Four-year development program

4

Work and live in a new region every 12 months

2

Opportunity to kick-start career as a electrical/mechanical tradesperson

5

Study Trade Certificate 3 in Electrotechnology (electrical) or Engineering (mechanical) through Wagga Wagga TAFE

3

Electrical or fitting/machinist trade potential to progress into Cert IV based on performance in Cert III

6

Gain exposure to different skills and teaching styles throughout your rotations

SNOWY HYDRO APPRENTICESHIPS



CAREER PATHWAYS

- Opportunities for financial support for future university study
- Vacation placements for university students
- Successful Graduate program
- Full-time and part-time opportunities in a range of roles
- Career opportunities on the Snowy 2.0 and Hunter Power Projects



WHAT IS SNOWY LOOKING FOR IN A TRAINEE?

A desire to learn be part of a team

Committed to improving their skills and knowledge

Has a solutions based mindset, can 'think outside the box', and bring new ideas to the business

Detail oriented, good time management skills and the ability to handle different tasks

Is reliable, practical, independent and on time

Lives by the Snowy Hydro values of safety, teamwork, agility, decency, ownership and courage

Interested in how our business works

Is a good communicator, can listen and discuss points

HVTC PARTNERSHIP

to enhance training skills and experience

SHL and HVTC have entered into a partnership to provide 'enhanced support' to apprentices and trainees through a large support network of mentors and field officers.

HVTC will manage the training plans ensuring the on the job and off the job (TAFE) training commitments are aligned with the individuals training plan. The HVTC field officers and mentors monitor and manage development and performance.

THE RECRUITMENT PROCESS

APRIL 22

JUN 22

JUL 22

AUG 22

JAN 23

Applications open
(May)

Shortlisting
(June)

Interviews and
online testing
(July)

Offers made
(August)

Roles commence
(January)

**2023
Traineeship
program**

Recruitment process

Medical and reference checks
(July)

Applications open
(May)

Shortlisting
(June)

Interviews and
online testing
(July)

Offers made
(August)

Roles commence
(January)

**2023
Apprenticeship
program**

Recruitment process

Medical and reference checks
(July)

APPLICATION CHECKLIST

1

☐

Record key application dates in my calendar

2

☐

Double check all application requirements

3

☐

Write resume/CV

4

☐

Write cover letter

5

☐

Provide yearly year 11 report

6

☐

Provide half-yearly year 12 report

HINTS AND TIPS

PREPARATION



It is better to be early, than late.
Do you know where the interview is located?



Practice a mock interview with family or friends



Check interview outfit is
ready to go the night before

RESEARCH



Check out the **snowyhydro** website and get familiar



Do you understand the Snowy Values?
Think how they fit in with examples from your life?

INTERVIEW



Leave your phone in the car



Use your secret weapon - smile!



Relax, everyone is feeling the same



Enjoy the experience and remember
to breathe



Imagine yourself in Snowy Hydro as
an employee. What can you offer the
business?

HINTS AND TIPS



STAY CONNECTED
with Snowy on social media



@snowyhydroltd



@snowyhydroofficial



@SnowyHydro



@snowyhydrolimited

[snowyhydro.com.au](https://www.snowyhydro.com.au)

BEFORE WE GO

SNOWY SCHEME IN PICTURES COMPETITION

Task - Do you have a favourite Snowy Scheme asset? Do you prefer power stations to penstocks? We want to know! Students of the Snowy Mountains can paint, draw or produce a digital design showcasing their favourite asset in the Snowy Scheme!

Prizes - Winners of the most creative artwork will receive a visit to a Snowy Hydro asset in spring 2022 for their family and see their creative design reproduced on a piece of merchandise.





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