

Position Description: Head of Engineering Delivery

EVO Power Pty Ltd
Bayswater, Melbourne VIC
Full time

About Us

EVO Power is a leader in battery energy storage technology, delivering innovative, fully integrated Battery Energy Storage Systems (BESS) that enable the electrification of commercial, industrial and utility-scale energy projects.

Designed to deliver exceptional performance, reliability and long-term value, our solutions maximise return on investment while supporting a more resilient and sustainable energy future.

By combining proven technology with deep engineering expertise, EVO Power empowers private and public organisations to achieve their energy goals and Power Your Way to a renewable future.

The Opportunity

Reporting to the Chief Technology Officer (CTO), the Head of Engineering Delivery is a senior leadership role responsible for leading EVO Power's project engineering and software engineering teams. The role is focused on disciplined, customer-led delivery of BESS projects and the continued development of EVO's proprietary energy technology platforms.

As a key member of the technology leadership team, the Head of Engineering Delivery will build high-performing teams, strengthen engineering and software delivery governance, and ensure EVO's engineering outputs are delivered safely, consistently and to customer expectations.

EVO Power Pty Ltd.

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Purpose of the Role

The main purpose of the role is to lead the engineering delivery function across project engineering and software engineering, ensuring EVO has the leadership, capability, processes and technical governance required to deliver high-quality outcomes for customers.

Key Responsibilities

1. Team Leadership, Capability and Delivery Discipline

- Lead, mentor and develop the Project Engineering and Software Engineering teams, creating a culture of accountability, quality, collaboration and continuous improvement.
- Set clear priorities, performance expectations and delivery standards across both teams.
- Build team capability through coaching, development plans, workforce planning and effective resource allocation.
- Ensure engineering and software teams are organised to support current project delivery requirements and EVO's future growth objectives.
- Promote disciplined ways of working, including planning, design reviews, documentation quality, decision-making discipline and timely escalation of issues.
- Manage resourcing across internal teams, external contractors and specialist consultants where required.

2. Customer-Focused Engineering and Software Delivery

- Ensure engineering and software delivery is aligned to customer requirements, project commitments, safety expectations and commercial outcomes.
- Own the engineering delivery schedule across project engineering and software outputs, including design milestones, testing, FAT support, commissioning technical design and handover deliverables.
- Work closely with Projects, Operations, Service, Product, Commercial and customer-facing teams to ensure delivery risks are understood and managed.

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- Drive timely resolution of technical and delivery issues during design, manufacturing, testing, commissioning and field support phases.
- Ensure lessons learned from projects, service issues, warranty matters and customer feedback are translated into improved engineering standards and delivery practices.

3. Engineering and Software Governance

- Establish, lead and continuously improve governance across engineering and software delivery, from ideation and requirements through design, build, test, release, commissioning and handover.
- Implement practical design review, change control, configuration management, quality gate and release management processes appropriate to EVO's scale and growth stage.
- Ensure engineering deliverables comply with relevant Australian standards, legislative requirements, Safety in Design principles and applicable codes of practice.
- Ensure software delivery practices support reliable, maintainable and secure outcomes for EVO's EMS, PPC, energy monitoring platform and core software products.
- Develop and maintain delivery KPIs, reporting to the CTO and leadership team on progress, risks, quality, resourcing and improvement initiatives.
- Promote consistent documentation, version control, requirements traceability and lifecycle discipline across engineering and software activities.

4. Technical Leadership and Critical Appraisal

- Provide technical governance and informed challenge across electrical engineering, energy systems, controls, software and related disciplines.
- Bring strong electrical engineering judgement to design decisions, technical risk assessment, project delivery trade-offs and customer-facing technical discussions.
- Provide critical review of team deliverables, ensuring designs, software releases and technical recommendations are robust, practical and aligned to customer and business needs.

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- Act as EVO Power's senior technical authority for regulatory submissions, grid connection applications, and compliance certifications.
- Maintain oversight of technical investigations, non-conformance management, field performance reviews and continuous improvement initiatives, ensuring effective resolution, knowledge sharing and ongoing enhancement of engineering practices.
- Know when to rely on specialist expertise and ensure the right internal or external subject matter experts are engaged for complex issues.
- Design and implement the engineering operating model, including organisational design, capability frameworks, and delivery methodology selection.

Key Selection Criteria

- Proven experience leading engineering delivery teams in electrical engineering, energy systems, power systems, automation, controls, software or systems integration environments.
- Demonstrated experience of operating in technical environments where demonstrable evidence of delivering complex solutions with exceptional governance standards and consistent quality will also be considered.
- Strong preference for electrical engineering experience, in renewable energy, BESS, power electronics, energy infrastructure, industrial power systems or similar sectors.
- Experience leading customer-focused project delivery where engineering outputs directly impact schedule, quality, commissioning and customer outcomes.
- Practical exposure to software, controls, EMS, PPC, SCADA, energy monitoring platforms or digital product delivery, with the ability to govern software delivery without needing to be the deepest software specialist.
- Experience establishing or improving engineering processes, design review practices, quality systems, release controls or delivery governance.
- Experience managing multidisciplinary teams, contractors or external technical partners.

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Soft Skills

- Strong people leadership capability with the ability to coach, motivate and develop technical teams.
- Customer-focused mindset and ability to translate customer needs into clear delivery priorities.
- Structured, disciplined and quality-focused approach to delivery.
- Strong critical thinking and problem-solving skills, including the confidence to challenge assumptions and test technical recommendations.
- Collaborative and cross-functional working style across engineering, software, projects, operations, service and commercial teams.
- Clear communication style with both technical and non-technical audiences.

Essential Qualifications and Capabilities

- Bachelor's degree in electrical engineering or a related engineering discipline. Equivalent relevant experience may be considered where the candidate has strong energy, power systems or controls experience.
- Approximately 10+ years' experience in engineering, technology delivery, energy systems, industrial systems, power systems, renewable energy, BESS or comparable technical environments.
- Approximately 5+ years' experience in engineering leadership, project engineering management, software delivery leadership, systems delivery or technical delivery management.
- Experience with leading or delivering Utility-Scale renewable energy projects.
- Familiarity with Australian electrical standards, grid connection requirements, commissioning practices, Safety in Design and project handover requirements.
- Demonstrated ability to build, mentor and lead high-performing technical teams.
- Strong understanding of engineering delivery governance, quality assurance, technical risk management, design control and delivery lifecycle discipline.

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- Ability to balance customer requirements, technical quality, safety, cost, schedule and commercial considerations.
- Excellent stakeholder management and communication skills, with the ability to engage technical teams, customers, suppliers, consultants and executive leaders.

Desirable Experience

- Experience in BESS, renewable energy, distributed energy resources, microgrids, power conversion systems, grid-connected energy assets or industrial energy systems.
- Experience with Agile, iterative or hybrid delivery methods applied pragmatically to software, controls or engineering delivery.
- Professional engineering accreditation such as CPEng, RPEQ, NER or equivalent.
- Postgraduate qualification in Engineering, Technology Management, Business Administration or a related discipline.
- Calm, practical and decisive under delivery pressure.

Culture

- Promote diversity and equality of opportunity in all EVO Power work and practices.
- Assist in building a staff culture where everyone is valued and equipped to do their job.
- Support an inclusive, accountable and improvement-focused workplace.

Important

This Position Description outlines the current primary responsibilities of the role. These duties and responsibilities may be varied or amended from time to time to meet the changing needs of the business, having regard to the successful candidate's skills, training and experience.

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How to Apply

If you are interested in this position, please send your CV and a Cover Letter explaining your relevant experience to hr.au@evopower.com. For enquiries, please also email hr.au@evopower.com. Note: Recruiters please do not apply.

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