

Graduate Program: Function overviews

This document will provide information on each of the functions that will be available for a rotation throughout our graduate program.

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Function: Asset Management

Overview of the function: Asset Management is responsible for the Operational Sites from handover from Delivery (Construction) to end of life. This includes safety, operational, maintenance, environmental, landholder, stakeholder, and community relations.

Degree required: Bachelor or Master of Engineering (can include civil, electrical or mechanical etc.)

As a graduate in Asset Management, you will have the opportunity to gain experience in a variety of areas including:

- **Contract management:** Understand how various contracts are managed and used to ensure operational outcomes are achieved.
- **Technical issue resolution:** Get involved in discussions or investigation relating to any technical issues.
- **Performance Analysis:** Assist with data analysis and reporting to understand how sites are performing, identifying issues and analysing performance improvement opportunities.
- **Site inspections:** Attend site to meet with contractors to understand how sites are being managed and assist with resolution of issues.
- **Self-improvement opportunities:** Gain insights on how to make decisions in an operational context, how to prioritise work and deal with “live” issues, running meetings, formal and informal communication skills and how to work with contractors and other stakeholders to achieve a common outcome.



Function: Corporate Finance

Overview of the function: The Corporate Finance function plays a crucial role in supporting Tilt Renewables' growth strategy. The function is responsible for securing equity & debt funding for new development projects, managing investments of existing projects, and providing the financial analysis to support key business decisions. The function works closely with all teams within the business to understand and analyse value drivers of renewable energy projects.

Degree required: Bachelor or Master of Engineering (can include civil, electrical, mechanical etc.) or Double degree in Engineering (in any of the above areas) and Finance, Commerce or Accounting.

As a graduate in Corporate Finance, you will have the opportunity to gain experience in a variety of areas including:

- **Financial Modelling & Analysis:** Support the development and maintenance of complex project financial models used to assess valuation of projects as well as support commercial decisions. This involves the application of key corporate finance valuation and discount rate methodologies (e.g. DCF, CAPM, WACC, K_e). You will also be involved in conducting analysis on markets, competitors and provide financial insight on key operational & financial opportunities and risks within the Tilt Renewables portfolio of assets.
- **Transaction Support:** Assist with the preparation of Board papers and internal presentations including modelling & analytical support for final investment decisions of new development projects & M&A opportunities. You will also have the opportunity to support due diligence processes and work with financial, legal, and technical advisors.
- **Stakeholder Management:** Work closely with other business functions to maintain assumptions books for development projects and interface with external parties such as banks, development partners, offtakers, consultants, landowners and other advisers as required to support business initiatives.



Function: Customer & Energy Markets

Overview of the function: The Customer & Energy Markets Team has responsibility for managing and optimising revenue for the portfolio including making decisions on short and long-term offtake contracts and hedges for existing and near-term development assets. It also manages the market-facing operations of the portfolio (bidding and dispatch) as well as aspects of generator compliance and revenue performance reporting to the Executive.

Degree required: Bachelor or Master of Engineering (can include civil, electrical, mechanical etc.), or Double degree in Engineering (in any of the above areas) and Finance, Commerce, Accounting, Science (computer, mathematics, data science) or Law.

As a graduate in the Customer & Energy Markets Team, you will have the opportunity to gain experience in a variety of areas including:

- **Market Analysis:** Support analysis of the National Electricity Market (NEM), Western Australian Energy Market (WEM) and environmental markets while developing an understanding Tilt Renewables' role in the clean energy transition and identifying market trends and commercial opportunities.
- **Market operations:** Learn how Tilt Renewables shares data with the Australian Energy Market Operator and its systems to bid and dispatch our existing wind assets efficiently into the market, maximising their utilisation and revenue. Opportunity for internal and external training on technical and economic aspects of energy market operations.
- **Business Case Formulation:** Contribute to business cases for emerging technologies like batteries and innovative revenue contracting structures, assessing their feasibility and potential impact on Tilt Renewables' portfolio value and risks. Training on financial evaluation tools and Executive/Board paper preparation.
- **Customer Engagement:** Build an understanding of market participants and large users of electricity in Australia. Gain insights into how Tilt Renewables' delivers clean energy to diverse customers, ensuring alignment with their evolving needs. Attend customer discussions with the Customer & Energy Markets Team.
- **Strategy:** Prepare analysis and participate in discussions to inform Tilt Renewables' strategy. Supporting the Customer & Energy Markets Team to identify risks and propose alternative strategies for Tilt Renewables' long-term success – opportunity to research and propose strategies to address market, macroeconomic, regulatory & policy, compliance, and long-term technology changes and uncertainties.



Function: Engineering

Overview of the function: The Engineering team provides multi-discipline engineering services to renewable energy development projects, including wind engineering (layouts and optimisation), general project engineering (design, procurement support) and construction-phase support. The team also benefits from being part of a business that owns and operates a range of assets including wind farms and solar farms, thus allowing our engineers to learn integrate lessons from the construction and operations phases into the development of new projects.

Degree required: Bachelor or Master of Engineering (can include civil, electrical, mechanical etc. or related discipline e.g. mechatronics, sustainable systems)

As a graduate in Engineering, you will have the opportunity to gain experience in a variety of areas including:

- **Project design:** Learn about development of civil designs for wind farm roads and wind turbine foundations, or development of electrical designs for connection of wind farms to the grid.
- **Interface management:** Gain an understanding of the various interfaces between disciplines. Appreciate the extent of engagement required with authorities and other stakeholders regarding permitting and interfaces between the wind farm, the environment and existing assets.
- **Tendering and procurement:** Gain exposure to the development of technical specifications for design and construction of wind farms and battery energy storage systems (BESS). Contribute to technical review of tender submissions and understand drivers for procurement decisions.
- **Measurement and optimisation:** Learn about the project development life cycle for wind projects from initial measurement campaign to wind mapping, energy yield assessment, turbine layout and optimisation. Appreciate the influence of other factors such as topography and constructability on project economics.



Function: Grid Connection

Overview of the function: The Grid Connection team at Tilt Renewables is at the forefront of renewable energy design and simulation, leading the charge in architecting the future of sustainable power. Tasked with the strategic planning and intricate design of wind and solar turbine fleets, the team ensures these powerhouses are built for a robust 30-year lifespan. Leveraging advanced technology, the team constructs detailed digital models of the earth to simulate various operational scenarios, optimising the resilience and efficiency of renewable generators.

Degree required: Bachelor or Master of Electrical Engineering. Power system and electric circuit courses required.

As a graduate in Grid Connection team, you will have the opportunity to gain experience in a variety of areas including:

- **Innovative Design and Planning:** Dive into the strategic design and planning of renewable energy projects, focusing on wind and solar turbine fleets. You'll learn to balance technical specifications with environmental considerations to ensure sustainable, efficient power generation.
- **Advanced Simulation Techniques:** Master the art of digital simulation, creating intricate models of the earth to predict and analyse the performance of renewable energy systems under various scenarios. This hands-on experience with cutting-edge technology prepares you for the complexities of real-world energy production.
- **Regulatory Compliance and Standards:** Gain a thorough understanding of the legal and procedural frameworks governing the grid connection process, ensuring that projects meet all necessary compliance requirements.
- **Stakeholder Engagement:** Collaborate with a diverse team of experts in engineering, environmental science, and project management. This interdisciplinary approach enriches your professional development, offering insights into the multifaceted nature of renewable energy projects.



Function: Major Projects

Overview of the function: The planning and coordination of development activities to ensure that major projects in the development pipeline reach an investment decision to commence construction.

Degree required: Bachelor or Master of Engineering (can include civil, electrical or mechanical)

As a graduate in Major Projects, you will have the opportunity to gain experience in a variety of areas including:

- **Project Development and Project Management:** Support large, complex multi-disciplinary renewable generation projects through the development phase; learning about the various disciplines required for wind farm development and becoming familiar with project management tools.
- **Development Budget:** Understand the importance of project budgets and learn about the types of reporting for development projects and cost control across the range of projects and function areas.
- **Contract Management:** Learn about the different contractual frameworks under which projects can be developed and support project related procurement and contract documentation processes.
- **Project Management Systems:** Contribute to and support the development, implementation and maintenance of robust project management systems and documentation.
- **Stakeholder Engagement:** Interact with internal allocated resources to ensure appropriate prioritisation of activities in each of the workstreams. Engage with external stakeholders including consultants, landowners, community and government agencies.

Function: Project Development

Overview of the function: The Development Management team is responsible for developing projects to the point of a Final Investment Decision (FID) before handover to the Delivery team. The team is responsible for coordinating all aspects of development utilising experts from relevant teams, e.g. engineering, land, environment & planning, stakeholder engagement, grid connection, procurement, etc. The team controls the project schedules, project budgets and risk registers and runs regular project meetings. It is a hands-on development team with a remit to solve problems and keep projects moving towards FID.

Degree required: Bachelor of Engineering (can include civil, electrical, mechanical, environmental etc.), Double degree with Engineering also beneficial.

As a graduate in the Project Development team, you will have the opportunity to gain experience in a variety of areas including:

- **Project Development:** Support the development of large, complex multi-disciplinary renewable projects through the development phase, across a range of tasks.
- **Project Management:** Help plan and coordinate multiple workstreams including engineering, environment & planning, stakeholder engagement, grid connection, procurement, etc.
- **Project Design:** Support the design stage of wind farm and battery projects, considering the interrelation of turbine layout, environmental and land constraints, civil and electrical design.
- **Project Controls:** Learn the scheduling, budgeting, risk management and reporting skills required for development projects.