

# **DIGITAL BUSINESS PARTNERS**

## **[Role Specification]**



## BACKGROUND

We have embarked on a journey to adopt digital technologies more effectively to meet the needs of our people, our customers and the energy system. This will involve incremental change, new ways of working and the adoption of new skills for everyone.

Our Digital and IT Business Plan has been developed to support this Transformation journey and meet the future obligations arising from the NI Energy Strategy and our transition from a Distribution Network Operator (DNO) to a Distribution System Operator (DSO). The emerging requirements of DSO will drive a step change in data and the need for flexibility and agility to enable the business to respond to the new challenge. Digital transformation of NIE Networks' business processes will be a key requirement for the future as we embed continuous improvement within our business. We are increasingly becoming a data driven organisation and this evolution will require more digital solutions to support improvements in data quality and reporting. NIE Networks is working to drive a culture of openness, innovation and agility to ensure we continually evolve and adopt innovative best practices. Our digital vision supports our journey towards a technology enabled, secure and sustainable future for everyone.

Digitalisation will be of fundamental importance to the delivery of the aims of the Energy Strategy and NIE Networks' strategy and vision. Many of the additional responsibilities and services will require new sources of timely and accurate information, underpinned by data, and new digital processes which will ensure that the future needs of customers and other stakeholders are met. The right technology investments are therefore essential enablers of the NI energy system transformation.

To meet these future investment decisions in technology, NIE Networks has recently formed a Chief Information Office which combines Digital, Data and IT functions into one directorate to affect positive Digital & IT change for the business. To facilitate the direction of becoming a digital and data driven utility, we must work closely with the business to ensure we can continually evolve and adopt innovative best practices across the business.

NIE Networks recognises that successful Digital & IT Change can only be achieved if we are fully engaged across all business functions. As such we are seeking to recruit a number of Digital Business Partners to help us achieve this.

## THE ROLE

The Digital Business Partners will be embedded within NIE Network's Directorates and will act as that Directorate's advocate for Digital and IT. They will be responsible for driving digital transformation and innovation whilst ensuring alignment with overall strategic business objectives. They will actively engage, support, and liaise with wider technology SME's and teams to positively communicate and coordinate transformation activities across the Business. Reporting directly to the Head of Digital Business Enablement the successful candidates will be responsible for:

### Strategic Alignment

- Collaborate with business leaders to understand their strategic objectives and ensure digital initiatives support these goals.
- Create and maintain digital initiative pipeline for the Directorate through the development of sound investment business cases ensuring alignment to overall strategic business objectives. Work with stakeholders to govern, identify and prioritise digital investment opportunities.

### Strategic Focus

- Act as the primary liaison between business stakeholders and CIO team to translate business requirements into actionable technical solutions which align to business objectives.

- Ensure integration of digital technologies through leveraging digital tools and platforms to transform business processes, enhance user experiences and drive innovation across all aspects of the business.

### **Stakeholder Engagement**

- Act as the key interface between the Chief Information Office and Business Unit Stakeholders by managing relationships and ensuring effective communications.
- Manage key stakeholder management by effectively communicating the benefits and progress of relevant digital initiatives to key stakeholders. Foster cross-functional collaboration within the Directorate and across Directorates to leverage digital solutions that benefit multiple business units and Directorates.
- External Vendor Management – create and manage relationships with key delivery partners to identify potential technological and innovative solutions for each Directorate.
- Liaise with the Digital Culture Change Manager to manage the successful implementation of digital and IT projects and initiatives within their Directorate, ensuring outcomes and benefits are realised (change management methodology, communications and skills/training delivery).

### **Innovation and Improvement**

- Identify opportunities for innovation and continuous improvement through strategic analysis to provide insights that inform product development and inform digital strategy.

## **THE INDIVIDUAL**

### **Essential Criteria**

- Proven track record of working with key stakeholders to understand and align with their strategic objectives.
- Experience in creating robust business cases for digital or transformation activities and developing prioritised investment roadmaps which align to overall strategic objectives.
- Demonstrated ability to engage and collaborate with a wide range of stakeholders across all areas of a business.
- Experience in fostering a culture of innovation within an organisation including the development and implementation of innovative solutions.
- Experience of continuously monitoring and adapting digital or transformation initiatives to align with evolving business needs.
- Driving licence and access to a car or ability to meet the travel requirements of the role.

### **Desirable Criteria**

- Diploma, Degree, Masters or equivalent in IT or business-related discipline or a minimum of 5 years' experience in developing successful Digital Transformation activities through a Business Partner role or similar with a strong background in investment business case roadmap development.
- Experience in managing a portfolio of digital products with experience in Waterfall, Hybrid and Agile project management.
- Knowledge of digital transformation, digital adoption and digitally driven change management.
- IT literacy with sound knowledge and experience of Microsoft Excel, Word and PowerPoint, Project, Power BI.
- Relevant utility sector experience.

## CORE COMPETENCIES

The person appointed must demonstrate the following core competencies:

### Communication

Able to communicate information and ideas clearly and articulately both in oral and written form. Uses appropriate language, style and methods depending on audience and the purpose of communication. Able to convey complex information clearly. Anticipates the information that others will need.

### Influencing Others

The ability to influence others to be excited and committed to furthering the organisation's objectives

### Attention to Detail

Ability to process detailed information effectively and consistently. The ability to accomplish/complete a task while demonstrating a thorough concern for all the areas involved, no matter how small. This means monitoring and checking work or information, while organising time and resources efficiently.

### Organised

Able to achieve results in a quality, timely, and cost-effective way. Sees priorities, plans the efficient use of resources, and monitors progress against objectives. Anticipates crucial stages in projects. Formulates alternative means of achieving objectives. Responds effectively to unforeseen events.

### Team Work

Actively participates in team. Encourages co-operation. Aware of the needs of others and responds flexibly. Shares information and supports other team members. Can get things done through others and set realistic objectives. Seeks opportunities to develop others. Prioritises team goals over individual goals.

### Trust - Confidentiality

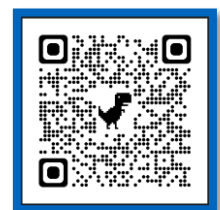
Builds trust easily and generates feelings of goodwill, enabling successful collaboration and more productive outcomes. Is honest and authentic and acts with integrity, showing consistency, and being credible.

## ADDITIONAL INFORMATION

The nature of the job will change over time in line with the needs of the business. It is a requirement of the jobholder to contribute to the development of the role reflecting these changing requirements.

## THE PACKAGE

The remuneration package for this position will be dependent on the successful candidate's skills and experience. The company also offers many other [benefits](#). (The QR code will take you to the benefits section of our website).



## OUR PEOPLE MATTER

At NIE Networks we realise our employees are at the heart of our success and they are the future of an ever-changing energy industry. With employee wellbeing at the core of our approach, we are continually investing in our people and are committed to helping every individual reach their full potential through both professional and personal development. We believe in nurturing effective teams and high performing leaders to deliver the best possible service for our customers.

## 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.

## DIVERSITY AND INCLUSION

NIE Networks has achieved Silver, Diversity Mark Accrediation 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.

## HOW TO APPLY

Please submit a CV and cover letter together (detailing alignment to the essential criteria) via the NIE Networks recruitment portal [www.nienetworks.co.uk/jobs](http://www.nienetworks.co.uk/jobs) (the best experience of this portal will be through the **Google Chrome** internet browser or click on the QR code)



- Once you are in the careers page select the Digital Business Partner role and click on **“Apply Now”**.
- 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. The address that you register with will be the address that we contact you on.
- Select **“Apply for Vacancy”**
- Once you have created your profile upload both your CV and Cover Letter within your application..
- Please ensure to review your CV before submission as you will not have the opportunity to amend the CV once it has been submitted.
- You will receive an email confirmation once your CV and Cover Letter has been submitted (Please check your junk mail too).
- Late applications will not be accepted

Completed CV’s and cover letter must be submitted no later than **11pm on Sunday 12<sup>th</sup> January 2025**.

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

## 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.



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

