

CS Energy

Head of Engineering

Success Profile | September 2025



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Introduction

Thank you for your interest in the **Head of Engineering** selection process.

OnTalent is privileged to lead the process of this appointment on behalf of **CS Energy**. This Success Profile provides you with information regarding the organisation, the role, our ideal candidate and the process we will use.

Once you have reviewed this material, and if you haven't already, please [visit](#) for details on how to apply.

I look forward to working with you through this process and invite you to contact Jessica Dixon-Banfield on 07 3305 5838 or myself directly at any time on 07 3305 5817.

David Brock
Client Partner
OnTalent

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Are you ready to take the lead in one of Queensland's most pivotal energy roles? CS Energy is seeking a Head of Engineering, a strategic, future-focused leader who will set the benchmark for engineering excellence across a diverse portfolio of energy assets.

From traditional generation to emerging renewables – solar, wind, gas, hydro and battery storage, this is your opportunity to drive technical performance, innovation and sustainability for generations to come.

Key Responsibilities

As Head of Engineering, you'll be at the forefront of Queensland's energy transition. Reporting to the COO, you'll lead a multidisciplinary team to deliver safe, reliable and cost-effective engineering outcomes. You'll optimise existing operations while integrating new technologies and renewable assets across the state.

You'll be responsible for:

- Driving engineering excellence and high standards across a growing asset portfolio.
- Ensuring safe, reliable and cost-effective delivery of projects and overhauls.
- Leading with commercial acumen to balance risk, performance and value.
- Embedding a culture of innovation, accountability and high performance.
- Building engineering capability to meet the challenges of a rapidly evolving energy landscape.
- Collaborating across sites and teams to ensure consistency, clarity and impact.

About You

You're a seasoned engineering leader with deep experience in power generation and complex asset management. You understand the balance between risk, performance, cost and reliability, and you've got the strategic mindset to lead change, not just manage it.

Known for setting high standards and inspiring those around you, you excel at turning technical complexity into clear, actionable strategies. You understand regulatory frameworks and the commercial realities of modern energy supply, and you know what it takes to future-proof an engineering team in a transforming industry.

Relocation support to Brisbane, Australia, may be offered to attract the right candidate.

Why Join CS Energy?

CS Energy is a Queensland-owned energy company generating and selling electricity to large commercial and industrial customers. We're committed to delivering safe, secure and sustainable energy now and into the future – and we're looking for leaders who are just as committed.

How to Apply

Submit your resume and a tailored cover letter outlining why you're the right candidate for this role. For a confidential discussion, contact David Brock on 07 3305 5817 or Jessica Dixon-Banfield on 07 3305 5838.

CS Energy

CS Energy is a proudly Queensland owned energy company that plays a critical role in powering some of the state's largest industries and employers. Since 1997, they have provided reliable electricity to homes and businesses and are today, evolving to meet the demands of a rapidly transforming energy landscape.

Their purpose, "delivering energy today, powering your tomorrow", reflects their dual focus: maintaining a strong, successful thermal generation business while also transforming into a diversified energy company.

CS Energy are actively exploring new markets, products, and partnerships to ensure they remain a relevant and resilient part of Australia's energy future. CS Energy generates and sells electricity and is a retailer to large commercial and industrial customers, including mines, ports, and Queensland Government agencies.

They offer tailored energy solutions through their dedicated Retail Business Team, leveraging deep expertise in the energy market and providing firm renewable supply options.





CS Energy

CS Energy's portfolio spans thermal power generation, renewables, firming and storage technologies, and hydrogen. With close to 750 employees, many of whom live and work in regional Queensland, CS Energy is deeply embedded in the communities they serve. They support local economies through job creation, supplier partnerships, and ongoing investment in community sponsorships and donation programs.

Additionally, their 50/50 joint venture with Alinta Energy, established in 2017, supplies electricity to residential and small commercial customers in South East Queensland, enhancing competition in the retail market.

CS Energy Strategy

CS Energy's strategy outlines how the organisation will create a sustainable future for the business, people and communities as Queensland transitions to a clean energy economy.

The Australian energy mix is changing rapidly. Three key factors are driving this significant change – renewable generation, technology innovation and a rise in the active, involved energy customer.

As a major electricity provider, it's critical that CS Energy maintains and invests in its existing assets so they perform at their best to power homes and businesses. But the organisation must also leverage new technology, business models and partnerships to create a long-term future for the business.

Our Strategic Priorities

- Embedding operational excellence by reinforcing CS Energy's commitment to delivering safer and better outcomes across all aspects of the business.
- Continuing to invest in existing thermal assets to maximise their value and performance, with a commitment to running the assets reliably for a longer period of time.
- Maintaining a strong focus on improving the financial position including leveraging partnerships wherever possible to support existing and future energy projects.
- Collaborating with private sector partners to advance future energy developments, with a particular focus on firming and storage assets.
- Focusing on safe, timely, and on-budget delivery of the Greenbank Battery, Lotus Creek Wind Farm, Boulder Creek Wind Farm, and (subject to external and shareholder approvals) the Brigalow Peaking Power Plant.





Chief Executive Officer

Brian Gillespie Chief Executive Officer

Brian Gillespie was appointed as CS Energy's Chief Executive Officer in June 2025, bringing executive and non-executive leadership experience from a diverse, international career spanning the mining, transport, logistics, technology, oil and gas, and health sectors. Brian holds the degrees of MBA, Bachelor of Science (Hons) and is a Fellow and Chartered Electrical Engineer with the IET.

Brian has led large organisations in Australia, Latin America and Europe with a track record of improving safety, operational efficiency and organisational culture. Brian's leadership in safety, complex assets and mining operations aligns with CS Energy's focus on modernising its asset portfolio and delivering on the Queensland Government's Electricity Maintenance Guarantee.





Head of Engineering

The Head of Engineering is responsible for shaping and embedding CS Energy's engineering strategy, ensuring technical excellence, reliability and that operational performance guides decision-making and long-term asset planning.

Reporting to the Chief Operating Officer, the role enhances CS Energy's engineering capability through robust governance, operational oversight and strong stakeholder engagement.

This position offers a strategic leader the opportunity to drive best-practice engineering and asset management across the business. With oversight of the Reliability Engineering function and enterprise-wide influence, the role requires the ability to engage, mentor and inspire multidisciplinary teams.

Accountable for engineering strategy, governance and performance frameworks, the Head of Engineering ensures compliance with safety, environmental, and regulatory standards while embedding operational excellence into daily activities. A key focus is stakeholder engagement across internal teams, regulators, partners and technical experts to optimise asset performance, support efficient electricity generation and strengthen CS Energy's reputation as a trusted energy provider.

The role also oversees lifecycle planning, maintenance strategies, overhaul programs and long-term asset investment decisions, driving continuous improvement and innovation.

Success requires a strategic thinker with technical and commercial acumen, able to translate vision into action and leverage engineering as both a compliance requirement and a competitive advantage.



 [Position Description: Head of Engineering](#)



Our Ideal Candidate

The ideal candidate will have a business / commercial focus underpinned by a strong engineering capability; with a demonstrable history of balancing risks, safety, reliability, optimisation and strategic asset life management. An experienced engineering leader, thriving on pursuing improvement across high-stakes operations. They apply strategic thinking and risk management to ensure engineering activity supports the long-term strategic intent of the business.

Exhibiting leadership defined by bringing people along whilst implementing necessary change. They own the framework and standards to drive operational and site discipline. Strategic and commercially minded, they can see the big picture while guiding practical solutions that deliver measurable results.

Confident in engaging with a range of stakeholders, they can communicate clearly with executives, technical experts, and external partners, whilst influencing outcomes without needing authority. They have a proven ability to anticipate challenges, make tough decisions, hold people to account and deliver initiatives that strengthen operational performance and sustainability.

This leader is adaptive, accountable, and forward-looking, with a track record of fostering high-performing teams that consistently achieve ambitious objectives. Lastly, they are a high energy person with pace and drive, avoiding procrastination, to make timely and well-considered decisions to move the business forward.



Our Process

At OnTalent, we specialise in partnering with purpose driven organisations to identify and secure exceptional leadership and we are pleased to be working with CS Energy on this recruitment project.

Our approach is deliberate, strategic and people centred. Every step of our process is designed to ensure alignment between candidate capability and organisational purpose. From understanding the culture and objectives of our clients to engaging and assessing talent in a considered and thorough way, we don't cut corners.

We are deeply committed to creating inclusive and equitable recruitment experiences. Our process is built to reduce bias and support diverse representation at all stages. We will work closely with you to ensure we are able to create an inclusive, fair and accessible pathway for you throughout the process. We encourage all candidates to discuss their individual circumstances with our team at any time.

Our recruitment process is built to deliver results that last.



OnTalent Commitment

OnTalent is committed to providing exceptional levels of service to our clients and candidates alike.

Our commitment is to 'Connect People and Purpose' and we take this seriously.

Our core service standards for this project will include:

- All candidate calls returned on the same day.
- All client requests actioned in the same day.
- All applicants to be given an outcome within five working days.
- All interviewed candidates to be given verbal feedback.
- All reports to be tailored and accurate and delivered on time.
- Interviews coordinated so that candidate's privacy is a priority with no candidates seen by other candidates.
- All candidates to be prepared and briefed for panel interviews.
- All panel members fully briefed prior to interviews as to format, questions, and candidate profiles.



If you have questions about this role, please reach out to one of the team below.
We welcome your application via the apply button on the OnTalent [Website](#).

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Jessica Dixon-Banfield
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