



# THE POWER OF YOUR PERSPECTIVE

Working at CS Energy

**CS Energy makes a real difference to how people live, work and play.**

**We are delivering energy today, and powering your tomorrow.**

Our core business is to generate and sell electricity, powering Australia's homes and businesses. Alongside our traditional role as an energy generator we're diversifying. We're looking to the future and exploring new technologies, products, services and partnerships to stay competitive in an evolving energy market.

Every day at CS Energy brings challenge and reward in equal measure. We are offering an opportunity to be at the forefront of industry change as we play our role in Australia's energy future.

## Our purpose, strategy and vision

Our vision is to be an Australian energy leader, renowned for our safe, reliable and affordable energy solutions. And we have a clear strategy to help us get there. It's a strategy that's crafted around our purpose: delivering energy today, powering your tomorrow.





# ENERGY IS CHANGING AND SO ARE WE

CS Energy is big enough to power change,  
and small enough to empower you to make it happen.



# Our culture and values

CS Energy is a workplace where your unique background, perspective, experience and skills will be valued. Our success depends on creating a safe, constructive and high performance culture within a diverse and inclusive environment.

To propel us towards success we're empowering our people to explore new ways of thinking and working, because when we welcome new ideas and embrace different capabilities, we're better equipped for success.

Our culture is built on respect and on our values, and led by approachable and committed leaders. Our values define how we work and form the foundation of our culture.

*"We're empowering our people to explore new ways of thinking and working."*





# A diverse place to work

## Our trading portfolio

Around 500 CS Energy employees live and work throughout Queensland.

We're a major provider of energy to Australian households and businesses, dispatching more than 35 percent of Queensland's electricity, and 10 percent of the electricity sent out in the National Electricity Market (NEM).

**Kogan Creek Power Station** in Chinchilla, is the newest and one of the most efficient and technically advanced coal-fired power stations in Australia. We also own mining tenements that supply coal to Kogan Creek Power Station.

**Callide Power Station** in Biloela, uses coal-fired power generation to supply baseload electricity to the national grid via its two sites: Callide B and Callide C. We own and operate the Callide B Power Station and have a 50 percent interest in the Callide C Power Station.

**Wivenhoe Power Station** in the Brisbane Valley region, is Queensland's only pumped storage hydroelectric plant. Its two 285 megawatt units are the largest hydro machines in Australia.

**Together, these assets make up 68 percent of CS Energy's trading portfolio in the NEM.**

We are also party to the Gladstone Interconnection and Power Pooling Agreement (IPPA), that allows us to trade energy generated at Gladstone Power Station.

We are strengthening our core trading function to leverage our existing assets, while expanding our capabilities into new markets, commodities and services.

This includes our 50/50 joint venture with electricity retailer Alinta Energy, which has introduced greater competition and better electricity deals for customers in South East Queensland.



### Power generation

- 1 Callide Power Station (1,510 MW)\*
- 2 Kogan Creek Power Station (750 MW)
- 3 Wivenhoe Power Station (570 MW)
- 4 Trading rights

Gladstone Power Station (1,680 MW)

### Coal assets

- Kogan Creek Mine (MDL 335 – 400 Mt)
- Glen Wilga (MDL 382 – undeveloped)
- Haystack Road (MDL 383 – undeveloped)

\*1,510 MW = 700 MW Callide B Power Station + 810 MW Callide C Power Station. CS Energy owns the Callide C Power Station in a 50 percent joint venture with IG Power (Callide) Limited.



**SHARE  
YOUR  
EXPERTISE**





## Initiatives for a better workplace:

- Guaranteed gender pay parity
- Parental leave
- Health cover partners
- Remote area benefits
- Relocation assistance
- Free counselling
- Domestic violence and family leave
- Transition to retirement plans
- Service recognition program
- Workplace giving
- Study assistance
- Site specific industrial work agreements
- Salary sacrificing



# BENEFITS OF WORKING AT CS ENERGY





## Fast facts

500 employees

4 sites across Queensland

4,100 megawatt trading portfolio

Established 1997

By 2030, CS Energy aims  
to generate 30% of its revenue  
from innovative products  
and services

## Find **variety**

From the excitement of the trading room floor, to the life of our power stations, there's opportunity everywhere at CS Energy.

We offer an incredible variety of roles for skilled professionals, from functional and support roles, to engineering, operations and trading. We also provide technical and trade opportunities for, and nurture the future of, our industry with work placements for graduates, trainees, and apprentices.

## Find **reward**

We offer the opportunity to contribute your expertise and creative thinking to complex and exciting projects. Here, there's room to stretch your capabilities, expand your skills, and gain exposure to all areas of the business.

We balance our performance expectations with benefits and initiatives to keep you feeling engaged, happy, and healthy at work.

## Find **balance**

We believe a flexible workplace generates productivity, engagement and motivation.

We encourage our people to have discussions with their leaders about how to structure their work-life balance in a way that aligns with business needs.

Flexible working arrangements may include working from home, compressed hours, transition to retirement or purchased leave, and are considered on a case-by-case basis.

## Find **innovation**

CS Energy is a place where innovation and creativity are fostered. You'll be exposed to a broad scope and variety of work. We'll equip you with the resources and support to empower you to make change happen.



## Find **lifestyles**

We are one of Australia's truly regional companies with the majority of our people living in the communities where we operate. Regional lifestyles are on offer at our sites at Callide near Biloela and Kogan Creek near Chinchilla.

Wivenhoe Power Station in the Brisbane Valley is close to Brisbane, Ipswich and Esk, while our corporate headquarters is located close to public transport, the James Street precinct and other amenities in Fortitude Valley.

## Find **support**

At CS Energy you will be part of a team working towards a common purpose, and supported by approachable and committed leadership. You will work within close-knit teams and enjoy a culture of genuine camaraderie, respect and support.





# OUR STORIES

## SONIA VAN MOL

Technician at Callide Power Station

*“Working as a female in a male dominated industry encouraged me to strive harder.”*

I'm employed as a Technician Level 1 (Electrical and Instrumentation) – maintaining the systems that control the process of generating electricity. Working with electrical systems, process control and measurement devices such as analysers, temperature, flow, level and belt weighers. My day can range from scheduled preventative maintenance, to working on priority breakdown tasks or unit outages.

There's a lot I like about my job – what I like most is the diverse range of tasks and that every day offers an opportunity to learn, challenge myself and develop my skills as a tradesperson. Growing up, I lived a very active lifestyle, which was a big influence in pursuing a career within the industrial sector. A fond memory from my childhood was visiting the Callide Power

Station on site tours with my dad. I grew up working with him in the shed, making Morse Code machines and other technical things. I guess that's where my interest in electrical and instrumentation stems from.

There's room for growth in your career at CS Energy – I work within a very supportive team, and supervisors are always encouraging about career development opportunities. Working as a female in a male dominated industry encouraged me to strive harder and to always apply 100 percent to everything I do. It's something I'm proud of, and I'm passionate about getting involved with the local youth to encourage more females to pursue a career in the power generation industry – it's a fun, challenging and rewarding experience.

## DAVID WARMAN

Head of Trading

*“The complexity of the market we operate in is increasing at a rapid rate. I’m here for that challenge.”*

As Head of Trading, I am responsible for CS Energy’s physical and financial trading activities. CS Energy’s physical trading desk operates 24 hours a day, 7 days a week. In a typical day I’m constantly reviewing the market conditions – what the electricity demand is and what generation supply is available including how our generation assets are performing.

Being accountable for CS Energy’s trading gross margin, I review the performance of our activities and lead the development of strategies to identify opportunities and ensure

we capture them to optimise our financial outcomes within the organisation’s risk appetite.

The energy landscape is changing. The complexity of the market we operate in is increasing at a rapid rate. The competition we’ll have in the future hasn’t previously existed.

We’ll need superior market insights, sophisticated systems and enhanced trading capability for a sustainable future. I’m here for that challenge.





## DAMON CLARKE

Principal Health and Safety Specialist

*"We believe in doing the right thing around here."*

I oversee the execution of our health and safety management system and look after our strategic initiatives to support our sites in improving our health and safety performance.

The best thing about working in the health and safety discipline is the variety. No two days are the same. Delivering a corporate project requires me to collaborate with many teams such as Operations, Communications, ICT and Procurement, to develop and implement the best solution as possible.

I also travel to our sites regularly to perform safety investigations and facilitate leadership forums.

I like working at CS Energy because we are big enough to have resources to enable good work and small enough for that work to make a big impact across the business. We believe in doing "the right thing" around here, which drives our safety beliefs, values and ultimately the culture. I've come to realise that this is very important to me.

## LISEL DINGLEY

Environmental Advisor at Kogan Creek Power Station

*“There’s always something to challenge your knowledge and ability.”*

I’m the environmental adviser at Kogan Creek Power Station and my role is quite broad. I cover monitoring air emissions, surface water and ground water quality, pest and weed control, legislative requirements and everything in between.

I don’t know if there is a typical day at Kogan Creek! Often I am helping people with their questions and challenges, and keeping an eye on the data coming in from our environmental monitoring

systems. At the moment I’m spending time on site, inspecting the progress of the rehabilitation of the mine area.

I enjoy working at CS Energy because there’s a very good culture throughout the business – even when it’s busy everyone has a good attitude to working together and getting through what needs to be done. Every day is different, there’s always something to keep you busy and to challenge your knowledge and ability.



# MAKE YOUR MARK JOIN OUR TRANSFORMATION

It's an exciting time to work at CS Energy.  
We're driving an environment of growth, change and innovation.

We're looking for people who want to stretch their capabilities and think creatively as they take an active role in our strategy for success.

Apply now via [csenergyrecruitment@csenergy.com.au](mailto:csenergyrecruitment@csenergy.com.au)  
[www.csenergy.com.au](http://www.csenergy.com.au)

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