

Job Description



Position title	Technical Manager (Outage Planning)
Date	March 2024
Line Manager	Head of Energy Technical
Grade	6

Purpose

Implement a nationally consistent and strategic approach for the performance and continuous improvement of all facilities. Evaluate current performance and develop a plan for re positioning SUEZ to be a market leader in the Operation and Maintenance (O&M) of such waste processing facilities to include Processing and Energy plants / facilities. Lead a team of professionals to ensure project delivery across SUEZ and adapt any plans for changes in the market place during outages and projects.

The role will be responsible for our national EfW outage strategy, utilising two National planning engineers and our network of site based planners to organise and manage large scale maintenance outages and turnarounds across our EfW fleet.

Key responsibilities

Work with the EfW site teams to develop outage plans and set the national outage strategy and schedule.

Develop standards such as RTS/ITPs, best practise documents and advise on approach to planning, turnarounds and tracking outages.

Manage your team to provide the highest level of technical support and specialist resource for the O&M activities in respect of performance and business analyses, assist in the development of local plans where required to re position these business units to form part of the wider regional and national strategic plan in an agreed timeframe.

Provide support and guidance to the business units in respect of resource planning, new technologies and innovations, local organisational structures, people resource, systems required and audit control measures to evaluate performance.

Provide troubleshooting and technical resource as required by the business.

Directing and driving technical solutions and continuous improvement through the use and development of the IMS/OMS and AMS within the business in line with the following guiding principles;

Integrating at Services level, scarce and valuable technical knowledge / resources / technical abilities and securing know-how is ready to be used in projects and operating facilities

Share best design and operational practice across business units

Gathering market and technology intelligence and improving technical knowledge through R&D and innovation.

Supporting bidding activities and development projects as a technical specialist.

Key responsibilities [cont'd]

Ensure that the performance of employees is effectively managed ensuring that underperformance is addressed, and excellence is recognised whilst acting on the principle that success flows from effective management of the team and foster a supportive climate of openness and work with, and for, team members equally.

Develop and promote a culture of positive employee communication / excellent employee engagement at all levels and establish collaborative teamwork between team members and stakeholders in deploying strategies & policies.

Make staff and their training a top priority by implementing individual professional development plans for team members that provides succession moves for team members through the organisation.

Establish close relationships with operations / maintenance teams & regional management to promote collaborative team working and use Coaching of others to learn as well as teach.

Conformance of Company Policy and Procedures in line with employment legislation.

Provide guidance to Facility Management and the Regional Management to operate and maintain assets within their in-built design capability.

Assist Facility Management and the Regional Management to manage the change of improvement modifications to their facilities in a controlled & structured manner and provide guidance to Senior Management of the Business in respect of business decisions that are dependent on matters of a technical nature.

Demonstrate authority by exhibiting expert knowledge to improve technical performance, technical strength and asset management skills in key areas of the Business.

Guide and support teams on projects, outage planning and implementation.

Prepare scoping documents for projects and provide technical resource within the project team.

During construction: provide all necessary support to project manager, review information submitted by suppliers or owner's engineer, provide technical support as necessary, support PM through commissioning phase and analyse all available performance data during testing and commissioning.

Skills

Ability and evidence of delivering strategies that will ensure continuous improvement within the facilities and also growth and develop the human capital to create high performing teams to deliver triple bottom line results.

Encourage team to be open and honest, showing that their opinions are valued and a willingness to listen to them.

Ensure that messages are received and understood all the way down, flattening the communication hierarchy.

Keep communication two-way by inviting feedback from your staff.

Make use of the fact that the team members know their own area of work and encourage their contribution on related issues and actively encourage the generation of new ideas.

Provide regular feedback both verbal and written to peers, indirect / direct line management on the progress of relevant areas of work.

Participate in meetings of a technical and operational nature with direct team, and the wider Processing Business.

Behaviours

Act in an honest, responsible, and respectful manner to others.
Be responsible for own professional conduct.
Comply everywhere and in all circumstances with the laws and regulations connected with their activities.
Comply with our obligations to other parties such as shareholders, associates, clients, suppliers and the community.
Ensure the health, safety and wellbeing of employees, customers, and other personnel at all times.

Knowledge

An engineer (mechanical / electrical / chemical / control & instrumentation / process) with proven track record in the waste processing, power and EFW sectors.

Ideally with specialist knowledge across a broader width of industries having gained a strong technical and process improvement understanding that has been developed utilising continuous improvement methodologies and techniques coupled with problem solving skills that will optimise production capabilities and assist in difficult / technically challenging technical engineering projects.

Experience of delivering culture change through strong leadership demonstrating experience of designing, developing, and implementing systems and processes to deliver optimised production facilities.

Specific candidate requirements

Experience in the Power or Energy from Waste industries preferred but not essential.

Plant Maintenance - Previous experience of plant maintenance, outage planning and or Mechanical, Electrical, Process or Civil Engineering experience of 5 years

IT Skills - Proficient in MS office suite- Excel, Word, Power point

Experience of project management

Experienced in using project planning (e.g. MS Project) and CMMS (e.g. SAP) software.

People - Good, open, and honest communication skills

Ability & Experience to carry out site surveys to access correct equipment for planning

Experience of auditing – Procedures, standards and contractor work

Experience managing contractors and negotiating large scale contracts

Self-management - ability to plan, organise and prioritise workload. Ability to work effectively as part of a remote team.

Influencing and coaching skills - to guide Operators & Managers

A strong understanding of CDM and Safe systems of work for industrial facilities and large scale outages.

Qualifications

BEng degree in Mechanical, Electrical, Process or C&I Engineering (or equivalent experience)

Project management qualifications preferable but not essential.

H&S qualification preferable but not essential.

Please note: The content of this job description reflects the main duties and responsibilities of the job and is not intended to form part of the contract of employment. SUEZ may revise the content of the role and responsibilities at its discretion.