

Role and responsibilities

Identity

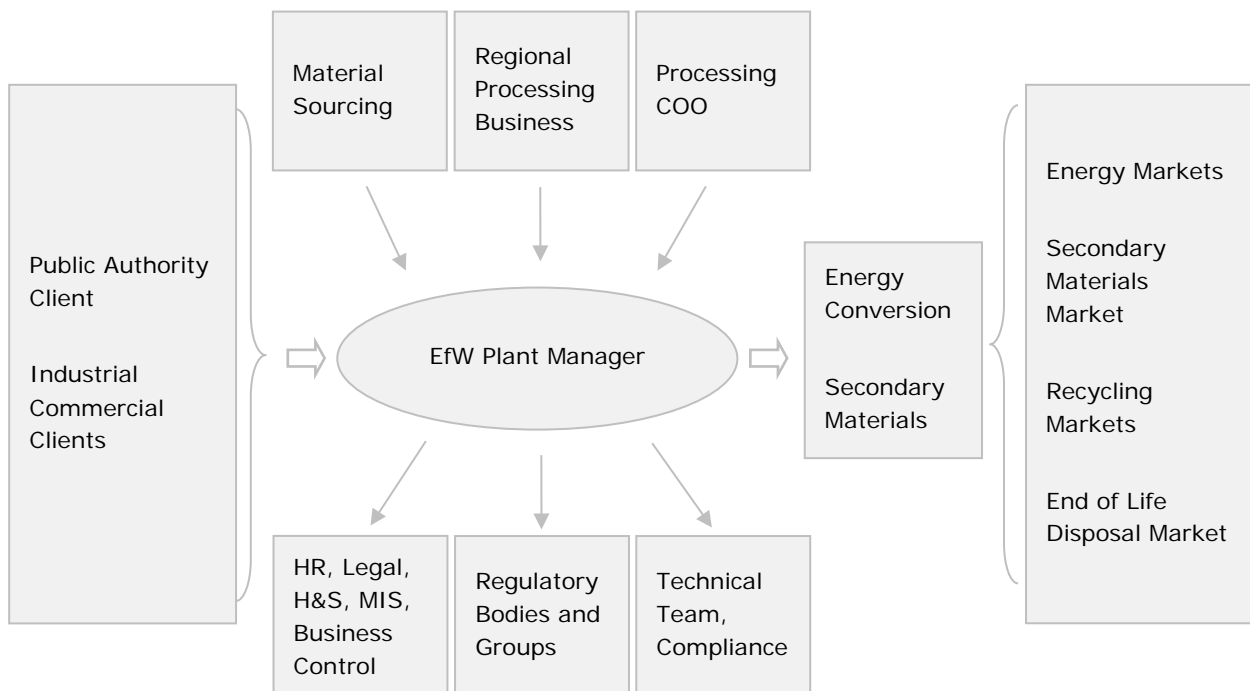
Position title	EfW Plant Manager
Date	January 2016
Line Manager title	Regional Director
Grade	6

Purpose

(the 'why' of the position, within which limits and according to what objectives)

Why	To manage the operation and maintenance of an energy recovery facility in an effective and cost efficient manner, ensuring the facility is fully compliant with regulatory standards for safety, health and environment.
Within	The agreed framework of local authority contracts, and within the set budgetary operational and maintenance costs.
According to	The SES (SUEZ Energy Solutions) business growth strategy.

Key stakeholder interaction network



Ideal candidate experience

- Able to demonstrate demonstrable managerial experience in a similar environment.
- Experience of developing and building a team.
- Must hold a degree, HNC or equivalent qualification in Mechanical, Process or Electrical engineering, and have up to date knowledge of relevant legislation in relation to the Energy from Waste Operation.
- Health and Safety qualification, NEBOSH desirable.
- A track record of delivering against financial targets and KPI's. Experience of financial planning, budgeting and capital approval is essential. Understanding of contracts is desirable

Area one - Leadership

Details	Delivery measure
<ul style="list-style-type: none"> Demonstrate authority by conveying consistency of knowledge and experience. Promote good working practice and positive employee relations by administering effective relationships internally and with the wider business. Support the workforce in periods of change to ensure the transition is implemented and sustained Embody the Company Values and exhibit through daily interaction with your team. Effective delegation to management team within the facility Promote a safety conscious attitude towards work. 	<p>USay, % of overdue CAR's</p> <p>USay, Business Control Audit Scores, Net Promoter</p> <p>Adherence to the SES Business Strategy</p> <p>Usay</p> <p>SES Business Strategy</p> <p>Monthly Safety reports</p>
In order to	influence direct team and peers to achieve goals

Area two - Communication

Details	Delivery measure
<ul style="list-style-type: none"> To manage the communications with external regulatory bodies. (Health and Safety Executive, Environmental Agency) Manage the communication with Client Contacts (Local Authorities and third party) Participate in monthly Plant Managers and Technical meetings and ensure all information is cascaded to the management team. Ensure timely and effective reporting of incidents and events, ensuring that effective protocols are put in place. 	<p>CCS Scores</p> <p>Customer satisfaction surveys</p> <p>Timely delivery of reports.</p> <p>Attendance at meetings</p> <p>% of CAR's outside agreed reporting period</p>
In order to	ensure effective dialogue with all stakeholders

Area three - Best Practice Implementation

Details	Delivery measure
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<ul style="list-style-type: none"> • To ensure that the physical asset is operated and maintained in accordance with design. • To ensure the physical asset is optimised through completion of continuous improvement initiatives. • To ensure the day to day activities of the business are conducted with consistent methods, processes and satisfactory instruction. • To ensure the process of planning daily and shutdown maintenance is carried out in a manner to provide a cost effective solution to the optimal long-term operational life of plant and equipment. • To ensure quality control systems are in place for operational and maintenance activities and plant change is conducted in line with agreed management systems. • Work alongside technical team management in ensuring that quality assurance systems are in place and implemented 	<p>Asset Management Audits</p> <p>KPI's</p> <p>KPI Improvement</p> <p>Business Operations KPI's</p> <p>Maintenance KPI's</p> <p>Internal Audit</p>
In order to	optimise operational/departmental performance and efficiency

Area four - People

Details	Delivery measure
<ul style="list-style-type: none"> • Be responsible for recruiting, directing, motivating employees to deliver the agreed targets and KPI's. • To develop the capability through formal training and coaching of employees to ensure that they have the appropriate skills and knowledge for their current and future roles. • To ensure that the performance of employees is effectively managed, ensuring that under performance is addressed and excellence is recognised. • To realise the maximum potential of staff through effective use of the annual performance development discussion process. • Conformance of Company Policy and Procedures in line with employment legislation. • Roles and responsibilities conveyed in a clear and consistent manner in line with the SES Strategy 	<p>Business Control Audit</p> <p>PDD's</p> <p>Monthly HR Reports</p> <p>USay</p> <p>Net Promoter</p>
In order to	engage and develop team and self

Area five - Profitability

Details	Delivery measure
<ul style="list-style-type: none"> To engineer and implement profitable business development activities/resources to optimum effect and in line with SUEZ's corporate strategy and the SES Business Strategy. Measure performance (business process, revenue, costs, compliance) on a regular basis to benchmark against KPI targets and implement improvement measures to achieve agreed standards. Best value cost control, to ensure that all overheads are kept to a minimum and operational resources are used in the most efficient and effective manner. Effective management of resource to minimise labour costs. Produce and interrogate monthly reports on operational and financial activities Reporting of company performance indicators, KPI's - Local, Divisional, SE, and Financial. 	<p>SES Business Strategy</p> <p>P&L and EBIT</p>
In order to	achieve the financial targets and other KPI's

Area six - Legislative Compliance

Details	Delivery measure
<ul style="list-style-type: none"> Manage and control of performance of the facility to be fully compliant with regulatory standards for safety, health and environment. Ensure effective control of contractors. Comply with safety and environmental audit and CAR resolution Create, develop and promote a culture within the plant that focuses on business efficiencies and compliance. 	<p>CCS Scores and Internal Environmental Audit</p> <p>% of outstanding CAR's</p>
In order to	protect our customers, our employees, the environment and the company reputation

Please note

1. In line with our Values and Ethics Charter, the job holder is expected to:
 - Act in an honest, responsible and respectful manner to others.
 - Be responsible for their 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.
2. The content of this job description reflects the main duties and responsibilities of the job and are not intended to form part of the contract of employment. SUEZ may revise the content of the role and responsibilities at its discretion.