

## Role and responsibilities

### Identity

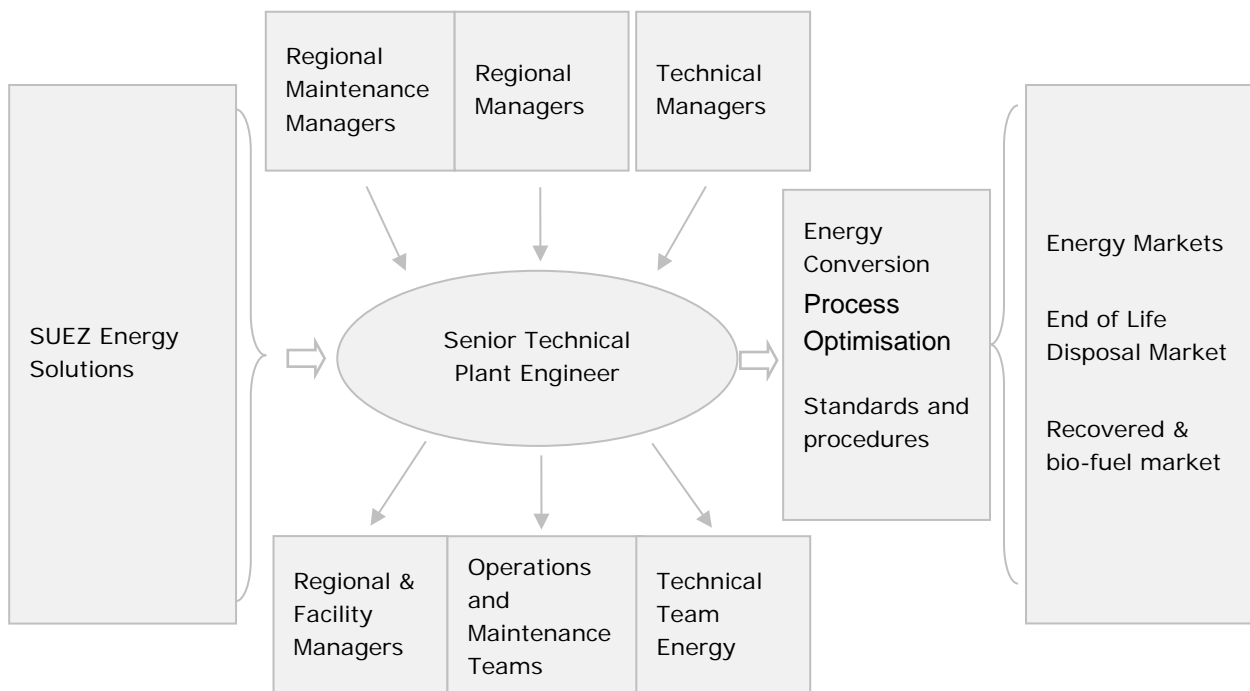
|                           |                                 |
|---------------------------|---------------------------------|
| <b>Position title</b>     | Senior Technical Plant Engineer |
| <b>Date</b>               | September 2020                  |
| <b>Line Manager title</b> | Technical Manager               |
| <b>Grade</b>              | 7                               |

### Purpose

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

|                     |   |
|---------------------|---|
| <b>Why</b>          | To provide specialist technical support for the operation, maintenance and improvement of energy generation facilities.     |
| <b>Within</b>       | The regulatory framework of Safety, Health and Environment and the business strategy for the processing function or region. |
| <b>According to</b> | The inherent built-in design capability of the process and the management system for the facility.                          |

## Key stakeholder interaction network



## Ideal candidate experience

- Degree or higher qualification in a relevant engineering/Management discipline
- Experience of working in a process / power or heavy engineering industry
- Experience of environmental legislation and management systems
- Experience of project management.
- Chartered engineer/Manager or working toward Chartered status.

## Area one - Leadership

| Details  | Delivery measure   |
|--|--|
| <ul style="list-style-type: none"> <li>• Provide specialist technical support to Facility Management and the Regional Management to operate and maintain assets within their in-built design capability.</li> <li>• Assist Facility Management and the Regional Management in designing and assessing of improvement modifications to their facilities in a control &amp; structured manner.</li> <li>• Gain expert knowledge to improve technical performance and technical strength in key areas of the processing Business.</li> <li>• Support Senior Management of SES as well as Technical Team in all matters of a highly technical nature.</li> </ul> | <p>% of outstanding CARs</p> <p>The level of CI initiatives</p>  |
| In order to  | standardise Operations and Maintenance activities and actively minimise technical compliance risk to Energy business |

## Area two - People

| Details   | Delivery measure   |
|---|--|
| <ul style="list-style-type: none"> <li>• Foster a supportive climate of openness and work with, and for; team members equally.</li> <li>• Act on the principle that success flows from effective management of the team.</li> <li>• Support training by implementing individual professional development plans for team members that provides succession moves for team members through the organisation.</li> <li>• Establish close relationships with operations / maintenance teams &amp; regional management for SES to promote collaborative team working.</li> <li>• Use Coaching of others to learn as well as teach.</li> </ul> | <p>U say feedback</p> <p>Continuous Professional Development plans</p> |
| In order to   | ensure the team are technically competent in their role                |

## Area three - Communication

| Details   | Delivery measure           |
|---|----------------------------|
| <ul style="list-style-type: none"> <li>• Encourage team to be open and honest, showing that their opinions are valued and a willingness to listen to them.</li> <li>• Ensure that messages are received and understood all the way down, flattening the communication hierarchy.</li> <li>• Keep communication two-way by inviting feedback from other staff.</li> <li>• 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.</li> <li>• Provide regular feedback both verbal and written to peers, indirect / direct line management on the progress of relevant areas of work.</li> <li>• Participate in meetings of a technical and operational nature with direct team, SES and the wider Business</li> </ul> |                            |
| In order to   | engage team in all aspects |

## Area four - Customer (Internal)

| Details  | Delivery measure   |
|--|--|
| <ul style="list-style-type: none"> <li>• Provide specialist guidance to facility, regional and senior management, and project development and compliance team on matters of a highly technical nature.</li> <li>• Support Continuous Improvement initiative by providing technical, engineering and project management support to the Regional Business Transformation teams.</li> <li>• When required, develop and deliver training to operations / maintenance and management team on operational improvements.</li> </ul> | Customer Feedback Scores.  |
| In order to  | provide standard operational systems and analytical services and technical compliance support for Suez Energy business |

## Area five - Profitability

| Details   |   | Delivery measure                         |
|---|---|--|
| <ul style="list-style-type: none"> <li>Use advanced process analysis to determine the capability of facilities and establish optimised operation at this level.</li> <li>Assist in delivering plant improvement by developing / analysing process flow-sheets and specification of equipment, capital cost estimates to ensure that the selected solution is technically and economically correct.</li> <li>Assist in providing project management support to ensure process improvements are delivered on time and within budget.</li> </ul> |   | EBIT<br><br>Project review and feedback. |
| In order to   | achieve the financial targets and KPI's |  |

## Area six - Legislative Compliance

| Details  |  | Delivery measure    |
|--|--|---------------------|
| <ul style="list-style-type: none"> <li>Reducing the exposure that SUEZ has to legislative changes of a technical nature by proactively reviewing prospective legislation change and demonstrate understanding of the implications on SUK as an operator to industry bodies (e.g. ESA).</li> <li>Work in partnership with SUK SHEQ teams to ensure that the introduction of new plant and/or equipment meets relevant technical safety requirements.</li> </ul> |  | Reducing CCS & CARs |
| In order to  | protect our customers, our employees, the environment and our reputation |                     |

## Area seven - Administration

| Details  | Delivery measure  |
|--|---|
| <ul style="list-style-type: none"> <li>Assist in developing rules, systems, boundaries in order to guide the operational and maintenance activities of SES and the wider Business, within their specialism.</li> <li>Implement progressive systems to increase efficiency of working for the technical, operation &amp; maintenance teams</li> </ul> | The level of CI initiative.                                 |
| In order to  | ensure the accuracy and timeliness of information and data. |

## Area eight - Best Practice Implementation

| Details  | Delivery measure   |
|--|--|
| <ul style="list-style-type: none"> <li>Assist in developing systems to standardise best work practice across SUEZ processing business in specialist areas.</li> <li>Provide support to ensure that the physical assets are operated and maintained in accordance with design.</li> <li>Provide support for disciplined task planning and scheduling is in place for operation and maintenance activities to provide the most cost effective solution to the long term operation &amp; maintenance life of plant &amp; equipment in specialist areas.</li> <li>Assist in the development and instigate the use of advanced IT and e-maintenance approach for condition monitoring and prognostic approach to operation and maintenance activities.</li> <li>Ensure that plant &amp; equipment are optimised to operate to at its true design capability by advanced process analysis and continued improvement of the asset.</li> </ul> | Operation & maintenance and improvement KPI's                |
| In order to  | optimise operational/departmental performance and efficiency |

## 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.