

job description



Position title	Head of Technical Engineering
Date	01/04/2025
Line Manager title	Technical Director Operations
Grade	5

Purpose

Provide design services, technical & engineering support and guidance to the business units in respect of resource planning, new technologies and innovations, local organisational structures, people resource and systems required and audit control measurements to evaluate performance. Manage major plant outages and commission new facilities with engineering team

Key responsibilities

Develop & implement a national 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 Energy and other processing plants Lead a team of technical professionals to ensure project delivery across SUEZ and adapt any plans for changes in the market place during outages and projects.

Deliver / implement a national policy for the standardisation and optimisation of all outage and engineering activities of SUEZ's Energy & treatment facilities in a commercially effective and efficient manner, ensuring the facility is fully compliant with regulatory standards for safety, health and environment, and is fully utilised in accordance with annual financial plans.

Manage your team to provide the highest level of technical support and specialist resource for the O&M activities in respect of operational & financial performance, develop local plans to re position these business units to form part of the wider regional and national strategic plan, in both existing and future timeframes.

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

Provide troubleshooting and out of hours emergency response personnel as required by the business.

Supporting and managing as required, current and new infrastructure delivery & day to day operations in troubleshooting, best engineering practise, design, risk analysis and mitigation.

Skills

An in-depth proven track record of success gained in the management of technically competent engineering & commissioning teams as well as championing continuous improvement within the businesses / facilities within a comparable complex business structure where leading change has had significant results in improving safety, quality, customer service and profitability throughout the full value chain.

An engineer (mechanical / electrical / chemical / control & instrumentation / process) with proven track record in the power, EfW and waste processing 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 and assist in difficult / technically challenging engineering projects and builds.

Work with Operational General Managers to deliver Cost Benefit analyses for implementation of new systems demonstrating a financial astuteness in delivering both customer and Suez objectives.

Ensure best in class in terms of technical design and management

Supporting bidding activities and development projects as a technical specialised unit.

Supporting infrastructure delivery & day to day operations in troubleshooting, best engineering practise, design, risk analysis and mitigation.

Behaviours

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

Having the gravitas and leadership capability to provide coaching and mentoring to the senior leadership and management teams in relation to driving continuous improvements through facilities & ensuring talent is developed and retained.

Develop and promote a culture of positive employee communication / excellent employee engagement at all levels.

Build as required a safety culture and place the highest priority on eliminating safety-related issues within the team.

- Lead by example, always go and see the opportunities in our business and coach employees to help them to improve.
- Encourage and value ideas for improvement from all levels.
- Focus on issues that are critical to the success of our business, concentrate on the “vital few” not the “trivial many”.
- develop a continuous improvement culture and to optimise operational / departmental performance and efficiency.

Knowledge

- 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.
- Provide and be responsible for technical design & support for waste treatment infrastructure projects and M&A involving waste infrastructure as required.
- Provide advice to business units, at their request, on growth improvement and development opportunities involving waste infrastructure.
- Capable and comfortable leading multifunctional teams who are qualified to Masters level or above.
- The ability to take on an operational role to ensure the project is delivered as per the project plan is essential.
- Fully working knowledge of EfW / AD / MRF / RDF / SRF & Gasification processes.

Specific candidate requirements

An in-depth proven track record of success gained in the management of Continuous Improvement businesses / facilities within a comparable complex business structure where leading change has had significant results in improving safety, quality, customer service and profitability throughout the full value chain.

Detailed knowledge of complex engineering waste & power facilities.

Qualifications

- An engineer (mechanical / electrical / chemical / control & instrumentation / process) with proven track record in the power, EfW and waste processing sectors ideally with specialist knowledge across a broader width of industries

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.