

Role and responsibilities

Identity

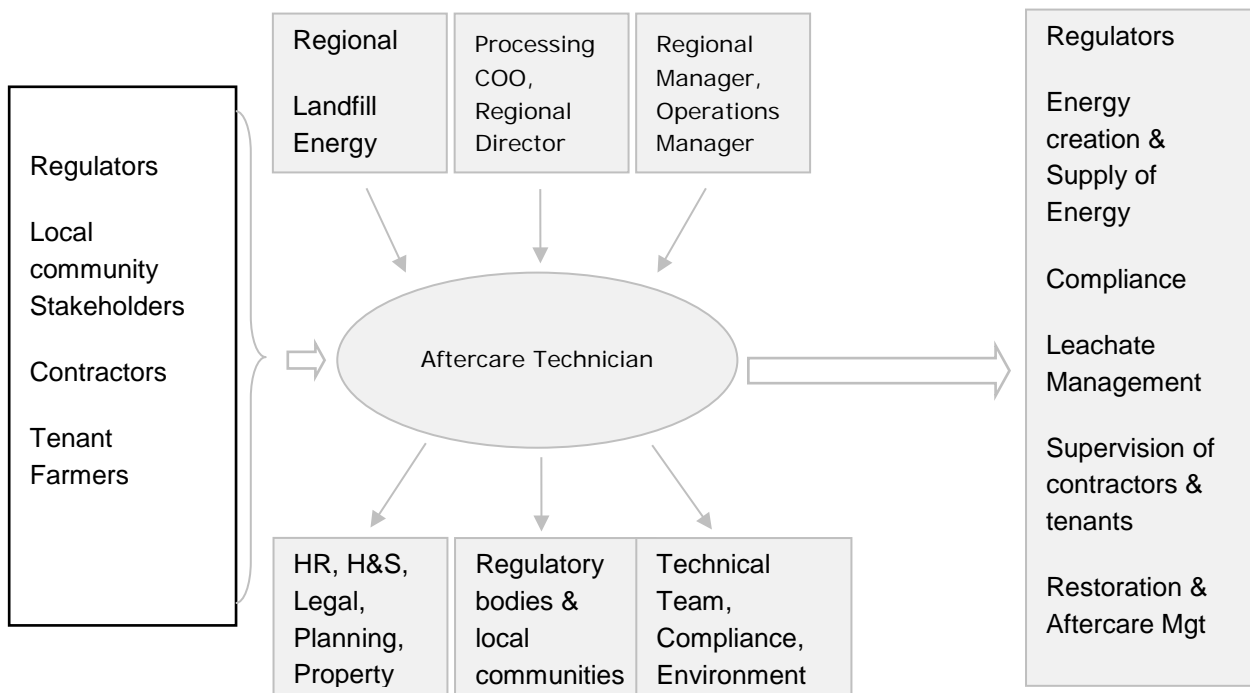
Position title	Aftercare Technician
Date	Sept 2017
Line Manager title	Operations Manager - Landfill Energy
Grade	11

Purpose

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

Why	To support the day to day operations of open and closed Landfills within the South East Landfill energy cluster, which is a medium sized geographical area. This will include active waste operations, restoration projects, Gas management & Generation and also LTP's. Focusing on the achievement of specified KPI's is essential in driving efficiency in line with the facilities operational and provisions budget.
Within	The agreed framework of the customer supply contracts, and within the set budgetary operational and aftercare costs and the companies Policies and procedures.
According to	The Sites Environment Permit, Planning Permission, Energy Supply Agreements / Contracts and land use / management agreements.

Key stakeholder interaction network



Ideal candidate experience

Knowledge of landfill site operations aftercare and in particular gas field maintenance.

Experience of working within and maintaining all aspects of site control infrastructure within a landfill site e.g. landfill gas engines/ controls, leachate treatment plants, large number of extractions pipework, pumps for gas, leachate and water

Able to demonstrate proven day to day management of all contractors and tenants.

Health and Safety qualification(s), IOSH desirable

Exposure to supervision of mobile plant.

Supervision of energy and Solar partners.

Supervision of contractors delivering restoration materials

Supervision of Landfill energy technical maintenance contractors and suppliers.

Experience of managing aftercare activities and long term management of land.

Ability to accurately identify and act upon routine daily maintenance of all landfill control equipment.

Ability to respond to out of hours emergencies.

A track record of delivering against financial targets and KPI's. Experience of financial planning, budgeting and capital improvement is essential.

Understands the need to operate in a compliant manner.

Area one: Leadership

Details	Delivery measure
<p>Demonstrate authority by conveying consistency of knowledge and experience.</p> <p>Promote excellent working practice and positive employee relations with colleagues and stakeholders</p> <p>Effectively manage change and ensure the required outcome is achieved and sustainable, achieving business plan targets and project objectives.</p> <p>To ensure all key stakeholders are aware of and understand the impedance of maintaining energy outputs from the sites.</p> <p>Appropriately ownership to deliver agreed targets, efficiencies and the sites business/ provisions budget / aftercare plan.</p> <p>Ensure that Health and Safety is a core value in everything that is done to ensure the importance of working safely is realised at each facility and best practice followed.</p>	<p>USAY, PDD's, KPI's</p> <p>Business Control Audit. Adherence to the Regional operational and aftercare plan.</p> <p>EBIT – Achieved/exceed</p> <p>PDD, USAY</p> <p>Business Plan.</p> <p>Safety in Mind Observation scores and Audits.</p>
<p>In order to</p>	<p>inspire, motivate and enthuse the direct team in achieving and exceeding all business and personal goals</p>

Area two: Customer - Internal

Details		Delivery measure
<p>To promote 'open and honest' communication with the landfill team to encourage two way communication.</p> <p>To actively participate in regional and companywide initiatives</p> <p>Liaise, work closely with and partner Logistics and Material Sourcing counterparts to drive the quantity and the quality of restoration and engineering material into the landfills.</p>		<p>USAY.</p> <p>Consistency of message delivered.</p> <p>Customer relationship/service.</p>
In order to	embed open, honest and appropriate information sharing at all levels, maximising co-operation.	

Area three: Customer - External

Details		Delivery measure
<p>To ensure that the customers' expectations are met in terms of the quality of the product received, ensuring this is in line with the contractual agreement.</p> <p>Build positive relationships with the external customer, challenging expectations when necessary and delivering in terms of SUEZ UK's agreement.</p> <p>To ensure that all customer payments are received in line with their agreed payment terms.</p> <p>To identify and optimise all opportunities to grow the business with each individual customer in accordance with the business growth plans.</p>		<p>KPI's, Contract reviews, customer satisfaction surveys.</p> <p>Contract reviews, SLA's</p> <p>Business plans.</p>
In order to	become and maintain first and only choice provider for our customers.	

Area four: Profitability

Details	Delivery measure
<p>To deliver the sites business plan and KPI targets, implementing improvement initiatives should targets/plans not be met.</p> <p>To effectively manage site operations and keep costs within controlled parameters at all times. To ensure all operational resources are utilised in an efficient and effective manner.</p> <p>Produce and interrogate monthly reports on operational and financial costs and initiatives to measure the sites performance.</p> <p>Understand the operational costs of the site and actions taken which impact profitability.</p> <p>Focus on continuous improvement to reduce costs and maximise site efficiency without compromising quality or safety...</p> <p>Collaborate with other business units within the business to achieve synergies.</p>	<p>KPI's, Business plan</p> <p>EBIT, Provision of Report and KPI dashboards.</p>
In order to	achieve and improve financial performance and KPI's.

Area five: Legislative compliance

Details	Delivery measure
<p>Ensure that the sites are fully compliant with regulatory standards for safety, health and the environment, in order to ensure the company values are upheld.</p> <p>Fully comply with the sites Environmental permit(s)</p> <p>Internal - Comply with safety and environmental audit and corrective action resolution, to proactively manage compliance within the site.</p> <p>Ensure that all employment activity is in accordance with Employment Law, SUEZ Values and that best practice is adopted and shared, to minimise the risk to the business.</p>	<p>CCS scores and internal audit.</p> <p>CAR % and actions complete.</p> <p>HR, USAY, Claims.</p>
In order to	protect the company and our employees.

Area six: People

Details	Delivery measure
To actively manage all employee assigned to assist at any of the sites ensuring that good performance is recognised and poor performance is managed.	Performance Management USAY
In order to	ensure that the workforce is engaged and effective with a 'can do attitude'.

Area seven: Best practice implementation

Details	Delivery measure
<p>Ensure that workplace organisational techniques are embedded within the workforce do to provide a safe and efficient workplace.</p> <p>Continually strive to achieve World Class operational and aftercare status by identifying appropriate priority areas for the implementation of standards is carried out to provide a safe and efficient workplace.</p> <p>Ensure that all plant modifications are carried out in accordance with the appropriate Engineering and Health and Safety standards, to time and budget by application of professional engineering and health and safety knowledge.</p> <p>To utilise extensive knowledge of leachate and gas plants in order to advise on new technology/processes/implementation of new treatment / generation techniques.</p>	<p>SIM observations, KPI's, audits KPI's SIM observations, Audits Project plan, audits, change control process</p>
In order to	achieve "World Class" operating and aftercare status.

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.