

## Commissioning Manager

<b>Generic title</b>	Senior Manager - 2
<b>General Description</b>	<p>People at this level will manage a function, a number of managers or an income stream.</p> <p>In operations they will manage multidisciplinary construction projects or medium sized sites and their associated activities from conception through to completion, delivering work that meets project requirements, customer satisfaction and in accordance with Morgan Sindall standards. They will play a major role in ensuring Health, Safety and Environmental Policies are delivered.</p> <p>In commercial they will manage contracts and may lead on a framework, project, special works or design.</p>

## Competencies

<b>Achieving Results</b>	<p>Sets clear and appropriate goals that consider the bigger picture</p> <p>Drives well to achieve consistent results</p> <p>Deliver a quality performance consistently</p>
<b>Analytical thinking and decision making</b>	<p>Rational and systematic analysis of situation to enable decisions on more varied issues</p> <p>Questioning the evidence to evaluate issues</p>
<b>Communication</b>	<p>Ability to choose most appropriate style of communication</p> <p>Able to listen actively by which we mean hearing and interpreting what is said</p> <p>Demonstrating sound questioning techniques</p>
<b>Dealing with change</b>	<p>See potential of new ideas and situations</p> <p>Takes a pragmatic approach to change</p> <p>Considers impact of change on others as well as self</p> <p>Ability to explain the effects to colleagues</p>
<b>Teamwork</b>	<p>Develop inter-team collaboration inside and outside company</p> <p>Understand the role of a team and how it delivers the objectives</p> <p>Can adapt to different types of teams in most situations</p> <p>Takes a cohesive and encouraging approach to team working</p>
<b>Leadership</b>	<p>Ability to take control of situations with one's sphere of influence</p> <p>Assume responsibility - organising and guiding where necessary</p>
<b>Managing resources</b>	<p>Create a resource plan for an unfamiliar or potentially complex project</p> <p>Manage others to implement effective planning, problem-solving and decision making</p> <p>Understand the resource implications on the business plan</p>
<b>Negotiation</b>	<p>Understand the other's point of view</p> <p>Make an objective and structured case with pros and cons</p> <p>Understand the need to give and take</p> <p>Understand and defend a position</p>
<b>People Development</b>	<p>Grow a team that is aligned with the business objectives</p> <p>Understand strengths and weaknesses of team members and work with them to good effect</p> <p>Understand ambition and manager expectations</p> <p>Use of a wide range of development tools</p>

## Role definition

<b>Summary of role</b>	To effectively and efficiently ensure the timely commissioning and handover of assets utilising a team of commissioning engineers
<b>Responsibilities and accountabilities</b>	<p>Co-ordinate commissioning resources across the programme areas ensuring the right technical competency is assigned to projects. Develop and maintain the commissioning process for the contract/project with responsibility for its effectiveness and ensuring it achieves optimisation.</p> <p>Ensure that Health and Safety risks have been minimised throughout the commissioning period and during handover on all works, providing the Commissioning team with clear guidance regarding how to achieve this.</p> <p>Embrace the importance of Health &amp; Safety in all circumstances; lead by example.</p> <p>Understand and drive the affordability and efficiency challenge whilst providing the rigour in the commissioning team by providing cross-project coordination and technical leadership. Overall accountability for all commissioning activities, including:</p> <ul style="list-style-type: none"> <li>○ Ensuring that commissioning phase is implemented to time, budget and quality through the establishment of effective and collaborative relationships with programme area teams.</li> <li>○ Leading the team to manage the interfaces between commissioning activities and operational works.</li> <li>○ Ensuring operational procedures are adhered to e.g. Impact Plans/POSWASTE etc.</li> <li>○ Ensuring that the hand over process to operations is smooth and trouble free and in accordance with the agreed handover process</li> <li>○ The co-ordination of testing activities with operational requirements and appropriate tests performed to the required standards</li> <li>○ Ensuring that faults are minimised, that the plant works first time and that the financial implications are pro-actively managed</li> <li>○ Ensuring liaison with operational staff is adequate and commissioning procedures comply with operational procedures</li> <li>○ Being responsible for setting the standard of commissioning and testing required and prevention of operational failures during commissioning.</li> <li>○ Ensuring that lessons are learnt and actively addressed</li> </ul> <p>Ensuring that sustainability aspects are considered throughout the commissioning phase.</p> <p>Ensure that the team is developed and trained to meets its objectives. Provide ways for individuals to keep their technical know-how up to date and encourage knowledge sharing.</p> <p>Support team members to build effective and collaborative working relationships with the programme areas and emphasise the importance of being integrated into the programme areas working to a common set of objectives.</p> <p>Instil a culture of team members taking ownership of the commissioning phase working proactively with programme areas achieve the best results.</p>
<b>Qualifications, training and technical knowledge</b>	Degree qualified preferably in mechanical, electrical or process engineering.
<b>Attributes and skills</b>	<p>Self-driven, results-oriented with a positive outlook</p> <p>Demonstrate leadership, negotiating and influencing skills exercised at the highest level in professional organisations</p>

	<p>Excellent negotiation and diplomacy skills and the ability to convince senior colleagues of the need to develop solutions to the benefit of the business</p> <p>Ability to develop friendly and professional customer focused relations with others</p> <p>Good management skills, with the ability to motivate employees to achieve</p>
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