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| **Generic title** | Framework Director – SSEN |
| **General Description** | This is largely an operational role responsible for the safe, sustainable and efficient delivery of a large and significant income stream or strategically important customer or sector. |

## Competencies

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| **Achieving Results** | Capacity to set goals for self and others  Proactively identifies and pursues new stretching targets and opportunities  High levels of personal drive and commitment  Adds value beyond doing the job  Focuses well on personal development goals |
| **Analytical thinking and decision making** | Considered analysis of all available data to arrive at viable options  Organising information to identify the key issues and to plan appropriately |
| **Communication** | Ability to adapt one's style to the message and audience so people understand what you want  Connect with people in all levels of the business |
| **Dealing with change** | Rigorous reviews of new events/situations  Sees change as opportunity  Uses change to focus and make improvements to the organisation  Involves and persuades others of benefit of change |
| **Teamwork** | Create appropriate networks of people internally and externally  Build opportunities for cooperation with other individuals and teams  Cut easily across horizontal and other boundaries, taking a corporate perspective  Understand how teams work and how to lead one |
| **Leadership** | Demonstrate clear and visible leadership, with capacity to absorb responsibility and accountability whilst providing sensitive direction to others  Remain effective when the situation is unclear, complicated or pressurised |
| **Managing resources** | Create a resource plan for an unfamiliar or potentially complex project  Manage others to implement effective planning, problem-solving and decision making  Understand the resource implications on the business plan |
| **Negotiation** | Collecting and collating information on the reality of the situation and options open to you  Knowing where you stand  Knowing how to create a position  Building a winnable case  Anticipate the needs and concerns of others |
| **People Development** | Grow a team that is aligned with the business objectives  Understand strengths and weaknesses of team members and work with them to good effect  Understand ambition and manager expectations  Use of a wide range of development tools |

## Role definition

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| **Summary of role** | Responsible for the overall management of an allocated portfolio of works within the Energy Sector to deliver these complex projects safely, to agreed timescales, cost and quality whilst achieving Perfect Delivery.  Reporting to the Specialist Operation Director for Energy |
| **Responsibilities and accountabilities** | Develop and implement the framework delivery strategy aligned to the Business Unit plan in conjunction with the Specialist Operations Director (SOD). Ensuring safe and sustainable delivery performance in line with Company and legal standards.  Full profit and loss responsibility for their portfolio of works, ensuring delivery on budgets and key Client performance indicators through review and challenge of projects budgets and forecasts with direct team.  Formulate, forecast and manage resource plan. Selecting and managing supply chain partners in line with agreed company standards to deliver projects safely and efficiently.  Provide direction, motivation and leadership to both internal staff and key stakeholders / supply chain partners to deliver on the agreed strategy.  Responsible for all safety, health, environment and quality matters including driving excellence and championing continuous improvement and innovation.  Accountable for, and deliver, high levels of performance in key areas of health and safety, environment, sustainability and quality and champion continuous improvement and best value, to support our Perfect Delivery philosophy  Seek opportunities for business growth with our key customers  Input into all work winning strategies for future work. |
| **Qualifications, training and technical knowledge** | Chartered Engineer Status (desirable) |
| **Attributes and skills** | Proven track record of successfully leading and delivering on large, complex multi discipline projects/frameworks.  Proven experience of formulating and delivering successfully on sound business plans for a major project or framework.  Proven experience of assessing ideal delivery models balancing DLO and subcontract and ensuring successful delivery to the agreed model.  Proven experience of leading and delivering on a positive safety culture.  Detailed knowledge of NEC  Collaborative, non-confrontational and customer focussed management style  Strong personal communication skills  Experience of leading, managing and motivating large project teams in demanding environments.  Proven ability to coordinate and motivate staff  Self-driven, results-orientated with a positive outlook  Good management skills, with the ability to motivate employees to achieve high standards of compliance  Excellent organisational skills, planning and time management skill; able to manage business priorities simultaneously without compromising on standards and quality  Ability to monitor performance and intervene appropriately to ensure targets are achieved and exceeded  Ability to grow the business through identifying and exploiting specific opportunities  Ability to see the wider picture and how their activities impact on direction and delivery  Ability to work with senior management to set project and operational targets  Excellent negotiation and diplomacy skills and the ability to make a sound business case to senior stakeholders |