

Plant Manager – Job Specification

Job Title: Plant Manager

Job Location: Hanley Swan, Malvern, Worcester, UK

Salary: Up to £60K plus benefits

Job Purpose: Malvern Operations Limited (MOL) are an Operations and Maintenance (O&M) service provider who have been awarded a 5-year agreement to operate and maintain a new clinical waste incinerator facility, located near Hanley Swan, Malvern, Worcester. The facility is owned by Clinitek (Malvern) LLP and will process up to 8000 tonnes of clinical waste per annum whilst generating electricity for export. MOL are a subsidiary of Cobalt Energy Limited (CEL) who are a renowned thermal renewables and environmental engineering, service provider. CEL have been established for over a decade and have been successfully operating in the renewable power generation sector throughout this period.

MOL are looking to appoint a Plant Manager to oversee the safe and reliable operation and maintenance of the new facility. The Plant Manager will be employed during the construction phase of the project to ensure plant assets and process knowledge is established. They will report to the O&M Mobilisation Manager during the construction phase and will jointly deliver all recruitment, training and O&M deliverables before facility take-over. Thereafter the Plant Manager will take operational responsibility for the facility and report to the MOL director.

The successful applicant will ensure that all facility systems and compliance aspects are implemented and managed effectively and efficiently - health, safety, environmental, quality, operations, maintenance and plant performance and that the plant always maintains the agreed commercial position.

This is a senior management role within a very successful and progressive group and one that can offer great career prospects.

Job Duties:

- Daily Management of the facility including supervision of the senior operators and administration functions in-line with company procedures and systems.
- Supporting and mentoring the facility maintenance function.
- Available (on-call) in an advisory and supporting function as necessary.
- Responsible for all external interfaces from the facility including goods and services providers, regulating authorities, etc.
- Management of waste supply and waste disposal contracts and the effective implementation of the facility Pollution Prevention and Control Permit (PPC).
- The effective implementation of facility Health and Safety Plan, Environmental Management Plan and Quality Manual in-line with associated standards (ISO 9001, 14001 and 18001).
- Ensure facility KPIs, such as availability, operation performance etc., and the accurate reporting as such in accordance with the owner's requirements.
- Maintain staff by recruiting, selecting, orienting, and training employees; maintaining a safe, secure, and legal work environment; developing personal growth opportunities. Accomplishes staff results by communicating job expectations; planning, monitoring, and appraising job results; coaching, counselling, and disciplining employees; developing, coordinating, and enforcing systems, policies, procedures, and productivity standards.
- Accomplish financial objectives by forecasting requirements; preparing an annual budget; scheduling expenditures; analysing variances; initiating corrective actions.

Qualifications/Experience/Skills:

- Preferably an advanced engineering or operational qualification or relevant understanding and experience.
- Operational management experience of at least 5 years, ideally in a similar power generation environment.
- Knowledge and experience of QHSE management systems, implementation and continuous improvement and their relationship to the relevant laws and regulations.
- NEBOSH, IOSH, IEMA, WAMITAB, etc., qualifications are advantageous but not essential.
- Knowledge and experience of Standard Operating Procedures, permit systems and their implementation and operation.
- Knowledge and experience of Maintenance Management systems and improvement tools and their implementation.
- Team development to include, recruitment, performance management, coaching and supervision.
- You must have the drive and motivation to be successful in leading a skilled power generation team.