

Plant Manager – Job Specification

Job Title: Plant Manager
Job Location: Tunstall, Stoke on Trent, Staffordshire, UK
Salary: Up to £65k plus benefits
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Job Purpose: Stoke Operations Limited (SOL) are an Operation 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 Tunstall, Stoke on Trent, Staffordshire. The Facility is owned by Clinitek (Stoke) LLP and will process up to 16000 tonnes of clinical waste per annum whilst generating electricity for export. SOL is 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.

SOL is looking to appoint a Plant Manager to manage the safe and reliable Operation and Maintenance (O&M) 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 Takeover. Thereafter the Plant Manager will take operational responsibility for the Facility and report to the Operations 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 Facility availability and performance and that the Facility always maintains the agreed commercial position.

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

Job Duties:

- Daily Management of the Facility including supervision of the senior staff, General Operators and administration functions in-line with company procedures and systems.
- Supporting the Facility maintenance function.
- Responsible for all external interfaces from the Facility including goods and services providers, regulating authorities, etc.
- Daily management of waste supply contract and the effective implementation of the Facility Environmental Permit (EP).
- The effective implementation of the Facility Health and Safety Management System, Environmental Management System 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.
- To work a regular dayshift, 40 hours per week, and be available (on-call) in an advisory and supporting function as necessary.
- Work closely with other companies within the Company Group

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 incineration/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.