



Plant Manager – Job Specification

- Job Title:** Plant Manager
- Job Location:** Theddingworth, LE17 6NJ
- Salary:** Highly competitive, negotiable, plus benefits
- Job Purpose:** Welland Operations Limited (WOL) are an Operation and Maintenance (O&M) service provider who have been awarded an agreement to operate and maintain an advanced biomass power generation facility, located near Market Harborough, Leicestershire. WOL 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.

WOL is looking to appoint a Plant Manager to manage the safe and reliable Operation and Maintenance (O&M) of the facility. They will report to the Plant 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 and maintenance. They will always ensure facility availability and performance is maximised and that the facility always maintains the agreed commercial position. They will strive to improve the integrity and reliability of the asset and support staff development and improvement.

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 staff and administration functions in-line with company procedures and systems.
- Accomplish financial objectives by forecasting requirements; preparing an annual budget; scheduling expenditures; analysing variances; initiating corrective actions.
- Supporting the facility maintenance function.
- Responsible for all external interfaces from the facility including goods and services providers, regulating authorities, interested parties, etc.
- Daily management of the 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.
- 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.
- 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 Group.

Qualifications/Experience/Skills:

- Senior operational management experience of at least 5 years, ideally in a similar power generation environment. Gasification experience would be advantageous.
- Preferably an advanced engineering or operational qualification.
- Knowledge and experience of QHS&E management systems, implementation and continuous improvement and their relationship to the relevant laws and regulations.
- NEBOSH, IOSH, IEMA, 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.