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| JOB TITLE | Plant Manager |
| LOCATION | Bristol |
| EMPLOYMENT | Permanent |
| REPORTS TO | Head of Operations |

DESCRIPTION OF FUNCTION

Reporting to the Head of Operations, the Plant Manager will take full accountability for the facility to drive performance, lead the team and maximise value for our customers and shareholders. The postholder will ensure our priorities of predictability, reliability and availability are at the forefront of all decisions as well as driving a culture of ownership, accountability and responsibility.

Safety will be the number one priority for the Plant Manager who will also undertake the role of Site Safety Controlling Manager ensuring our teams get 'Homesafe'. The Plant Manager will have overall responsibility for the management, owning and driving the P&L whilst working closely with the Commercial Team and Local Authority to ensure the delivery of contractual commitments.

The Plant Manager will be directly accountable and responsible for the day to day running and long-term delivery of all site Operational and Maintenance activities, working closely with the Central Engineering Team to deliver our availability targets and outage plans. A true leader, the Plant Manager will be responsible for all people management activity and coaching the site leadership team to ensure all people processes are followed.

JOB RESPONSIBILITIES & DUTIES

- Lead the site team in delivering a safety-first culture and represent the site as the senior representative.
- Driving safety compliance through the effective implementation of facility Health & Safety Plan, Environmental Management Plan and Quality Manual in line with associated accreditations (ISO 9001, 14001 & 45001 etc.).
- Ensure plant availability, throughput of waste and energy production targets are met and reports regularly on actuals achieved against these targets.
- Maintain staff by developing a performance and continuous improvement culture, ensuring recruitment and staff development and succession plans are in place together with alignment to and compliance with company procedures, and productivity standards.
- To accomplish financial objectives by forecasting requirements; having ownership of the site's P&L; preparing an annual budget; scheduling expenditures; analysing variances; initiating corrective action.
- Collaborate with key stakeholders across the business including Commercial, PPM, Finance, HR and SHQS functions. Supporting central initiatives and challenging where necessary to ensure the strategic priorities are met.
- Ensure appropriate operational standards are in line with best practice and industry benchmark, working with the central teams to develop improvements where needed.
- Maintaining high standards of legal and regulatory compliance and working with central functions to ensure a consistent coordinated approach.

CAPABILITY PROFILE; KNOWLEDGE, SKILLS AND EXPERIENCE

Experience:

Essential –

- Extensive people management experience within a large technical department/region at senior level.
- Strong financial acumen and experience of running a P&L, preparing and managing budgets
- Practical implementation of a corporate management system.
- Senior management experience within a power generation or relevant process environment.
- Extensive contract management experience.

Desirable –

- Experience as a Plant Manager and/or 3 years operating at senior management level in process plant environment.

Required Knowledge, Skills and Abilities:

- Results oriented and performance driven with a drive to deliver consistently.
- High ambition, energy, drive and resilience with an ability to deliver under pressure with strong time management and organisational skills.
- A team player who works well with teams to prioritise key projects and programmes and accelerate new opportunities.
- The ability to handle challenging situation and difficult conversations.
- Adapts well to change and sees it as an opportunity.
- Collaborates very well with others, building strong relationship and partnering with others to succeed collectively.

Education:

Essential –

- Educated to degree level or equivalent in an engineering discipline.
- Full UK driving license.

Desirable –

- Appropriate formal business and safety qualification.
- Member of the Chartered Institute of Waste Management or equivalent.
- Relevant COTC.