

# New Business - Group Shared Services

## Group Senior Project Manager

### Fluent in Dutch, German & English Languages



We are currently recruiting for a Group Senior Project Manager within the New Business function which is a full time, permanent position based within Gronau. If you are interested in applying for this role, please send your CV to Head Office HR at [careers@urencocom](mailto:careers@urencocom). **The closing date for applications is Friday 12 April 2019.**

URENCO is an equal opportunities employer. We encourage applications from existing employees and will support re-training for the successful applicant where required.

#### Job Description

##### **JOB PURPOSE**

URENCO's Group Projects is a Global Shared Service, dedicated to delivering excellence in Project Lifecycle Management. Its extensive mandate in capital investment management extends to:

- Capital allocation and budget planning
- Project Portfolio Management
- Project Governance and Assurance
- Project Delivery (of major or complex projects to the Business)

The Senior PM reports to the Director Group Projects with a functional reporting line to a project board or senior project sponsor for specific project assignments.

The primary purpose of this role is to evolve and enhance URENCO's project delivery capabilities across a global footprint stretching over four operational sites and a number of business activities. Embedded within Group Projects the Senior PM provides excellence the in delivery of capital projects.

Its remit stretches from project development at concept stage, through project execution strategies, to direct delivery of projects to the business.

##### **JOB DIMENSIONS**

URENCO Group's global project portfolio exceeds €100 million annual capex. Typical internal projects ranging to €50 million with major projects in excess of €500 million.

##### **DIRECT REPORTS**

On a typical project assignment:

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	Ranging from 5 to 20 (typically M.Sc., some Ph.D level educated)
<b>INDIRECT REPORTS</b>	On a typical project assignment: Ranging from 20 to +60 (contractor, at multiple geographical locations)
<b>BUDGETARY RESPONSIBILITY</b>	Full accountability to deliver assigned project to budget.
<b>OTHER DIMENSIONS</b>	Business units and functions across the UK, Germany, The Netherlands and United States

<b>ORGANISATIONAL &amp; JOB CONTEXT</b>
<p>The role forms part of Group Projects which is a URENCO Group Shared Service across all Business Units.</p> <p>The Senior PM provides subject matter expert consulting and advice across URENCO Group's project portfolio.</p> <p>The Senior PM may be assigned to one major, or a number of smaller, projects of considerable strategic significance to assume a direct delivery role.</p>

<b>ACCOUNTABILITY</b>	<b>EXAMPLE PERFORMANCE INDICATORS</b>
<p><b>Safety Culture</b> Actively promote a pro-active safety culture throughout the project lifecycle and across the Group</p>	<ul style="list-style-type: none"> <li>• Zero fatalities, OSHA, RIDDOR reportable events or Lost Time Incidents</li> <li>• Safety inspections and actions closed out in line with agreed schedule</li> </ul>
<p><b>Group Project Delivery Strategy</b> Advise, consult, lead and provide feedback in the development and evolution of the Group's Project Delivery Strategy, aligned to deliver against the Group's objectives and strategy across its capex portfolio.</p>	<ul style="list-style-type: none"> <li>• Fit for purpose/fully compliant PM methodologies and working practices</li> <li>• Evidence that projects are incorporating industry best practice in all phases</li> </ul> <p>Across the Group's capex portfolio (performance derived from Portfolio Reporting)</p>

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<b>Delivery of Projects to the Business</b> Overall responsibility for the delivery of Projects to meet safety, scope, cost, schedule and Business benefits objectives. Communicate strategy, objectives and benefits to business unit and group whilst implementing the organisational strategy to achieve maximum business benefit	<ul style="list-style-type: none"> <li>• On time delivery of Projects</li> <li>• On budget delivery of Projects</li> <li>• Fit for purpose/fully compliant</li> </ul> Across the Project lifecycle (performance derived from Project Reporting)
<b>Integration</b> Develop a high performance team, ensuring flawless integration of all sub-disciplines and functions throughout the project lifecycle.	<ul style="list-style-type: none"> <li>• Evidence that projects are using and incorporating specialist knowledge in project execution process</li> <li>• Evidence that the project teams effectively drives value creation and capture</li> </ul> Across the Project lifecycle (performance derived from Project Reporting)
<b>URENCO's Commercial Position</b> Ensure URENCO's commercial position is robustly protected through the application of industry best practice in contracting strategies, supplier selection, procurement, contract negotiation and contract management	<ul style="list-style-type: none"> <li>• Number/Effect of successful contractor claims against Urenco</li> <li>• Cost and Schedule effects of URENCO initiated changes</li> </ul> Across the Project lifecycle (performance derived from Project Reporting)
<b>Best Practice Development</b> Leveraging experience from a number of industry sectors and continuously scan the market for best practice, analyzing developments and assessing how they can be exploited by URENCO to further value creation/delivery/capture/protection. The role will ensure knowledge is retained and transferred inter-URENCO and	Benchmarking with established and widely accepted industry agencies (e.g. Independent Project Analysis Inc. or others)

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undertake lessons learned reviews to promote continuous improvement in all project engineering practices.	
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EDUCATION & QUALIFICATIONS REQUIRED	ESSENTIAL/ DESIRABLE	EXPERIENCE NEEDED	ESSENTIAL/ DESIRABLE
<ul style="list-style-type: none"> <li>Educated to Degree level a relevant discipline</li> <li>MBA or equivalent</li> <li>Project Management Qualification / Accreditation such as APM, PMI or Prince2</li> </ul>	E	<ul style="list-style-type: none"> <li>Min. 5 years' experience of delivering EPC projects as a PM for a supplier and/or delivering capex projects for the owner/investor in a staff role</li> </ul>	E
	D		
	D	<ul style="list-style-type: none"> <li>Min. one project exceeding €100 million (lump sum contract!) successfully delivered in the leading PM role</li> </ul>	E
		<ul style="list-style-type: none"> <li>Demonstrable experience across the entire project lifecycle, from concept development to hand-over</li> </ul>	D
		<ul style="list-style-type: none"> <li>Min. 10 years working with multi-cultural teams</li> <li>Demonstrable success in project delivery outside the nuclear industry</li> </ul>	D
			E
SPECIFIC KNOW-HOW AND SKILLS REQUIRED	ESSENTIAL/ DESIRABLE	BEHAVIOURAL COMPETENCIES	COMPETENCY LEVEL
<ul style="list-style-type: none"> <li>Ability to analyse project requirements and critical success factors and translate these into bespoke Delivery Strategies</li> <li>Demonstrable experience in developing and implementing strategies that successfully deliver project to Business objectives (safety, budget, cost, benefits)</li> <li>Experience of and be skilled in managing ambiguity and being confident to take accountability for delivering projects to the Business</li> <li>Experience of managing complex contractual relationships including the provision of free-issue materials, technology or</li> </ul>	E	<ul style="list-style-type: none"> <li><b>Team Leadership</b> Ability to align multicultural team members around clear, common goals to successfully achieve project objectives, in roles ranging from oversight or “management by influencing” to active deliver.</li> <li><b>Driving for Results</b> Continuous drive to achieve and exceed challenging goals, bringing a restless desire to</li> </ul>	Level 3
	E		
	E		Level 4
	D		Level 3

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<p>IP, able to demonstrate a proven track record in managing suppliers to deliver within this context.</p> <ul style="list-style-type: none"> <li>• Demonstrable ability in building teams of highly performing professionals, communicating strategy and building a team accountable for the delivery of the project</li> <li>• Solid knowledge of leading project management techniques</li> <li>• Skilled in leading project teams to success with minimal supervision.</li> <li>• Technical background in engineering</li> <li>• Extensive knowledge of the EPC contractor, major EPS and Construction supply markets and will have gained insights into their relative strengths and weaknesses and ability to leverage relationships with key members of supplier's leadership teams to URENCO's advantage.</li> <li>• Proven track record in managing contract delivery, protecting the owner's contractual position at all times and preventing the likelihood of claims.</li> </ul>	E	continuously improve	Level 4
	E	<ul style="list-style-type: none"> <li>• <b>Focus on Performance</b> Holding team members and contributors accountable to all standards of performance.</li> </ul>	Level 4
	E	<ul style="list-style-type: none"> <li>• <b>Acting Decisively</b> Taking action to position URENCO to succeed in the future. Willingness to accept personal risk, inherent where action is based on trends and forecasts rather than complete data and information.</li> </ul>	Level 4
	D		
	D	<ul style="list-style-type: none"> <li>• <b>Going Beyond the Data</b> Ability to identify patterns or connections between situations that are not obviously related and identify underlying issues.</li> </ul>	Level 3
	D	<ul style="list-style-type: none"> <li>• <b>Customer Orientation</b> Focusing effort on discovering and meeting the customer's (project, or business) requirements.</li> <li>• <b>Thirst for Knowledge</b> Driven by an underlying curiosity and desire to improve subject matter, organisational, and personnel knowledge.</li> <li>• <b>Building a Learning Culture</b> Supporting and enabling others to develop their capability in line with organisational needs and personal and professional aspirations.</li> <li>• <b>Working Collaboratively</b> Works co-operatively with others, seeking input from others within the business, as opposed to working separately or in isolation.</li> <li>• <b>Challenger Mentality</b> Thinks independently to offer alternative views or suggestions based on a robust understanding of the</li> </ul>	Level 4  Level 2  Level 3  Level 3

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		subject matter and the situation or issue.	
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