



Job Description & Person Specification



Job Title	Energy Manager		
Department	Public Works	Section	Power & Electrical
Reports to	Director of Public Works Department	Reports on	2 Direct, 21 Indirect
Grade	A	Job Code	TBC
Purpose of the Role			
The postholder will be responsible for overseeing the overall management, operation, maintenance and co-ordination of all energy transmission and distribution networks and systems run by FIG to ensure the safe and efficient generation of electricity for all service users.			
Main Accountabilities			
Strategic Management and Development			
<ul style="list-style-type: none">Responsible for developing, implementing, leading and managing energy-saving strategies and initiatives in, for and across the organisation and wider community. This will include, but not be limited to overseeing the installation and performance of energy-saving technology, including energy management systems and renewable energy sources.Responsible for interpreting and applying Government and Departmental management policy to achieve and comply with the Islands Plan initiatives for Energy production and consumption and the department's mission statement.Responsible for reducing energy consumption, minimising waste and reducing costs while promoting environmental sustainability.Accountable for managing demand creation by planning, developing, overseeing the implementation and optimising, the appropriate demand generation programs.Responsible for analysing and improving operational business processes utilising information about market dynamics, processes and achievements.Determine and monitor the Key Performance Indicators, (KPI's) for different demand generation activities and initiatives.Uphold, interpret and implement the requirements of the Electricity Supply Regulations and the current Institution of Electrical (IET) Engineer Wiring Regulations for Electrical Installations, both in the public and private sector, to maintain coherent and recognised standards for participants in the electrical industry in the Falkland Islands.			
Leadership & Team Management			
<ul style="list-style-type: none">Lead, mentor, motivate and develop a multi-disciplinary team of engineers, operators and maintenance staff.Set clear performance expectations and provide regular feedback to ensure high standards of performance and accountability.Develop training and succession plans to build workforce capability and resilience.			



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Main Accountabilities continued			
Stakeholder Engagement			
<ul style="list-style-type: none">• Liaise with senior management, regulatory bodies and external stakeholders to ensure smooth operations.• Represent the power station in community, industry, and governmental forums as required.• Maintain strong relationships with suppliers, contractors and other key stakeholders and collaborate with various departments to ensure energy efficiency in all operations.			
Operational Management			
<ul style="list-style-type: none">• Oversee the day-to-day operation of the Power Station by formulating, directing and planning the engineering management of Power Station and distribution system plant and equipment, both electrical and mechanical, in order to maintain an efficient and effective electricity supply and ensure optimal performance and reliability.• Monitor plant output, fuel usage and emissions, ensuring all key performance targets are met.• Implement and maintain best practices for asset management, maintenance, and operational procedures.• Conduct routine meetings with staff to discuss project and group performance with respect to target objectives, productivity and quality.• Ensure compliance with regulatory and environmental requirements, maintaining all necessary permits and licenses.• Prepare, design and specify electrical drawings, documents and equipment for electrical works carried out by the departments or contractors within Government buildings and installations to ensure compliance with the client's requirements.• Prepare engineering control documents including electrical deliverables lists, hour usage estimates, change order estimates and project programs.• Co-ordinate with other PWD sections, Government Departments and contractors with respect to electrical works to ensure minimum disruption and maximum efficient use of manpower and materials.			
Financial & Budgetary Control			
<ul style="list-style-type: none">• Manage the Power Station's budget; controlling costs while ensuring operational efficiency.• Identify and implement cost-saving initiatives without compromising safety or performance.• Work closely with Director and Deputy Director and procurement staff to ensure cost-effective sourcing of equipment, fuel, and services.			



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Main Accountabilities continued			
Health, Safety & Environmental Compliance			
<ul style="list-style-type: none">Promote a strong HSE culture, ensuring all employees and contractors adhere to safety policies and procedures.Lead risk assessments, safety audits, and incident investigations, ensuring corrective actions are implemented effectively.Ensure compliance with best practice in industry safety regulations and power production standards.			
The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.			
Additional Information			
<p>The postholder will be responsible for control of projects currently ranging from £1,000 to £1,000,000+. They will also be responsible for plant and machinery currently up to the value £26,000,000.</p> <p>As the postholder will need to occasionally take a 'hands on' approach when dealing with staff and plant, it is essential that they are able to enter and work in confined space areas, including boilers, condensers, tanks, etc, to evaluate equipment condition or inspect work efforts by assigned resources. For the same reason the postholder must also be able to meet the vision requirements for this position which include appropriate close vision, colour vision, depth perception and the ability to adjust focus.</p> <p>There will also be a requirement to attend work out of hours as required.</p>			



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Criteria	Essential	Desirable	Assessment Method
NB Equivalent combinations of educational qualifications and experience may be considered.			
Education and Qualifications			
Degree (or equivalent) in power engineering, electrical engineering or mechanical engineering.	✓		A
Chartered Engineer (CEng) status (or equivalent).	✓		A
Valid Driving License.	✓		A
Additional management or leadership qualifications (e.g, MBA or NEBOSH certification).		✓	A/I
Knowledge, Skills & Experience			
10+ years' proven experience in managing operations within a power station, energy facility or similar industrial setting.	✓		A/I/R
Strong understanding of power generation processes and an in-depth knowledge of energy management principles, practices, and technologies.	✓		I/R
Excellent understanding of energy regulations and standards.	✓		I/R
Good technical knowledge of Power Station systems, High Voltage (HV) and Low Voltage (LV) switching procedures and demonstrable knowledge of Inspection, Testing and Certification of HV and LV systems including the current IET Wiring Regulations.	✓		A/I/R
Evidence of researching and keeping up to date with energy legislation, environmental laws and industry trends.	✓		A/I/R
Deep understanding of plant maintenance, asset management and performance optimisation and experience of conducting energy audits to evaluate energy use, costs, and conservation measures.	✓		A/I/R
Experience in managing capital projects or major plant upgrades.	✓		A/I/R
Knowledge of renewable energy technologies and grid management.	✓		I
Management experience, including effectively managing multi-disciplinary teams in a high-risk environment.	✓		A/I/R
Demonstrable experience in HSE management, compliance, and regulatory engagement.	✓		A/I/R
Experience of issuing 'Permits to Work'.	✓		A/R
Strong leadership and people management skills, with the ability to effectively motivate and develop teams.	✓		I/R
Excellent problem-solving and decision-making abilities, even whilst under pressure.	✓		I/R
Strong communication and stakeholder management skills.	✓		I/R
Demonstrated skill in planning, coordinating, and directing varied programs and tasks directly effecting the overall plant operation.	✓		I/R



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Knowledge, Skills & Experience			
Excellent Budget Management and Project Management knowledge and skills.	✓		I/R
Able to effectively train and educate staff on energy conservation measures and procedures and instruct others in enforcing safe working practices.	✓		I/R
Good interpersonal skills, especially when in dealing with stakeholders and the public.	✓		I/R
Strong analytical skills, including the ability to effectively analyse situations under pressure and take appropriate action.	✓		I/R
Experience of working in remote locations with extended procurement lead in times.	✓		A/I/R
Personal Attributes			
Leads by example.	✓		I/R
Reliable and supports team in their working relationships with clients, partners and sub-contractors.	✓		I/R
Organised, efficient, decisive and self-motivated.	✓		I/R
Aligned with FIG's core values – diverse, professional, resilient & resourceful.	✓		I/R
Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.			

Method of Assessment: A – Application Form I – Selection Interview R – Reference