

Job Title	Head of Generation		
Department	Public Works	Section	Power & Electrical
Reports to	Director of Public Works Department	Reports on	2 Direct, 12 Indirect
Grade	B	Job Code	TBC
Purpose of the Role			
<p>The Head of Generation is responsible for managing all aspects of electricity generation within Stanley's Power Plant, including ensuring its operational efficiency, ensuring compliance with regulatory standards, directly managing a team of technical and operational staff and driving forward continuous improvement in generation performance. The postholder will also be the professional lead for all electrical engineering works associated with Falkland Islands Government.</p>			
Main Accountabilities			
<p>Operational Leadership and Management</p> <ul style="list-style-type: none"> • Manage and optimise the daily operation of power generation within the facility, ensuring that all energy users benefit from a service that provides high availability, reliability and efficiency. • Formulate, direct and plan 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. • Plan, coordinate and direct varied programs and tasks directly effecting the overall plant operations. • Lead and provide support to the Engineering team. • Undertake and perform the duties of the Energy Manager in his absence, which will require the postholder to remain constantly aware of all facets of the sections operations. • Ensure effective communication and coordination within the Electrical discipline project team across disciplines and across functional departments to ensure mutual awareness of requirements and schedules and efficient sharing of information and common resources. <p>Compliance & Regulation</p> <ul style="list-style-type: none"> • 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 on the electrical industry in the Falkland Islands. • Ensure compliance with best practice in safety regulations and power production standards. <p>Performance Monitoring</p> <ul style="list-style-type: none"> • Monitor and analyse key performance indicators (KPIs) to improve efficiency and reduce downtime. • Undertake tests of the system as necessary to ensure efficiency and output. <p>Maintenance Oversight</p> <ul style="list-style-type: none"> • Work closely with the maintenance team members to ensure effective asset management and the implementation of preventative maintenance strategies. This will include performing preventive maintenance tasks such as lubrication and load testing. • Authorise, test and conduct isolation and switching procedures of 'live' supply systems up to and including 22,000 volt, so that work on these systems can be undertaken safely with a minimum of disruption to customers. 			

Job Title	Head of Generation		
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Main Accountabilities continued			
<p>People and Team Management</p> <ul style="list-style-type: none"> Recruit, manage, mentor, motivate, evaluate and develop a multi-disciplinary team of engineers, operators, and maintenance staff. Conduct routine meetings with supervised staff to discuss project and group performance with respect to target objectives, productivity and quality, 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. <p>Stakeholder Engagement</p> <ul style="list-style-type: none"> Liaise with internal and external stakeholders, including suppliers and senior management, to support the wider energy strategy. 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. <p>Budget & Resources Management and Control</p> <ul style="list-style-type: none"> Review and ensure budgetary restraints as directed by the Energy Manager are adhered to with regard to the department's own activities and projects undertaken. Ensure financial planning and cost control for the Generation team are managed to ensure efficiency and value for money. Investigate problems described in work requests and assign personnel to perform the required maintenance tasks. Prepare engineering control documents, including electrical deliverables lists, work-hour estimates, change order estimates and project programs etc. <p>Health, Safety & Environmental Compliance</p> <ul style="list-style-type: none"> Promote a strong HSE culture, ensuring team members and contractors adhere to safety policies and procedures. Undertake risk assessments, safety audits, and incident investigations as required, ensuring corrective actions are implemented effectively. Ensure all operations adhere to departmental and wider FIG environmental standards and health & safety policies and procedures. <p>Risk Management</p> <ul style="list-style-type: none"> Identify operational risks and develop mitigation strategies to maintain uninterrupted power generation. This will include, but not be limited to, diagnosing and repairing problems with generators, transfer switches, switchgear and other mechanical and electrical equipment. <p>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.</p>			

Additional Information

This busy and dynamic role will require the post holder to regularly make 'on the spot' engineering and management decisions, often within tight timelines to ensure and protect the continuity of the service to its users. The postholder must be comfortable with operating effectively in such an environment.

As the Power Station is the sole public service energy provider and vital part of the community's infrastructure, the essential need to provide a consistent supply of power means there is currently a requirement for the postholder to be permanently 'on-call' for emergency breakdown or loss of supply.

Additionally all Power Plants are, by their very nature, operations where hazardous elements and conditions exist. The postholder will therefore be expected to be able to lead by example and operate safely within such an environment. They will also be expected to encourage a strong safety culture within their team where members, (and any and all subcontractors and/or visitors to the site) adhere strictly to all Health, Safety and Environmental rules and regulations set for the effective and safe running of the Power Station. This is extremely important, for example, when undertaking switching operations.

As a front line service provider, the postholder will also likely have frequent, (potentially daily) interactions with Members of the public in relation to service provision.

Person Specification	Head of Generation		
Criteria	Essential	Desirable	Assessment Method
NB Equivalent combinations of educational qualifications and experience may be considered.			
Qualifications and Training			
Degree, (or equivalent) in Electrical or Mechanical Engineering or other relevant subject.	✓		A
Valid Driving Licence.	✓		A
Chartered Engineer (CEng) status (or relevant equivalent).		✓	A/I
Additional management or leadership qualifications (e.g., MBA or NEBOSH certification).		✓	A/I
Knowledge, Skills and Experience:			
7+ years post qualification experience in a senior operational/management role within a power plant or similar.	✓		A/I/R
Strong understanding of power generation processes and a solid knowledge of energy management principles, practices, and technologies, including integrated power systems ie wind turbines, solar generation and diesel engine power generation.	✓		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 systems 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
Good understanding of plant maintenance, asset management and performance optimisation and experience of conducting audits to evaluate energy use, costs and conservation measures.	✓		A/I/R
Knowledge of renewable energy technologies and grid management.	✓		I
Management experience, including effectively managing multi-disciplinary teams and delivering operational excellence 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
Good leadership and people management skills, with the ability to motivate and develop teams effectively to meet tight schedules whilst ensuring high-quality work.	✓		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
Project Management knowledge and skills.	✓		I/R

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Knowledge, Skills & Experience continued			
Financial acumen, including experience of budgeting, cost control and resource allocation.	✓		A/I/R
Able to prepare technical literature for training and effectively train and educate staff on work related topics such as 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 accordingly within the regulatory framework.	✓		I/R
Experience of working in remote locations with extended procurement lead in times.		✓	A/I/R
Personal Attributes			
Organised, efficient, decisive and self-motivated.	✓		I/R
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