

Position Description

Position title:	Site Manager
Reports to:	Team Lead Construction Management
Employment category:	Contract (Employment Agreement)

About Beon

We deploy large-scale renewable energy and infrastructure projects, with expertise in design, construction and maintenance. Our clients include some of the largest electricity utilities, infrastructure and renewable developers, commercial and industrial companies and transport network operators across Australia.

Our core values



Live safely

Safety is our first priority. We never compromise health and safety, either at work or at home. We are constantly aware of the risks to ourselves and others and actively manage them. We share our experiences so that we all learn.



Improve our business

We drive and lead change to be more efficient and effective for the benefit of our workmates, shareholders and other stakeholders.



Be customer and community minded

We listen to our customer, strive to meet their needs and keep them informed. We make a positive contribution to our communities. We deliver on our promises.



Be the best you can be

We strive for excellence in everything we do and are always accountable for our own performance. We give our best at all times and help our workmates do their best as well.



Succeed together

We work together as a team and value the diversity and contribution of our peers. We act fairly, responsibly and with respect. We strive for success as a business while upholding the values that underpin everything we do.

Purpose of the position

The Site Manager manages and leads the delivery of construction projects on-site for Beon Energy Solutions to ensure agreed project deliverables and targets are achieved.

Your key responsibilities

Site leadership

- Provide effective site leadership and management of multidisciplinary teams of employees and contractors (Civil, Electrical, Mechanical) to ensure that the agreed outcomes of the projects are met.

Plan and manage construction

- Plan all site construction activities, identify risks and opportunities, assess and document plant, equipment services and materials required to complete the works.
- Provide effective management and direction of construction on site having overall accountability for the project site, resources, health safety, environment, and quality of work.
- Implement a safe working culture at all levels and ensure all health & safety policies, procedures and practices are clearly communicated and always followed.
- Ensure all contractors and contractor activities comply with scope, quality, legislative, regulatory, and contractual obligations.
- Ensure that all work activities are undertaken in accordance with Beon policies, company practices, processes, and standards.
- Provide input into project forecasting and scheduling, cost control, change management, variation management, and internal and external reporting.
- Proactively seek opportunities to innovate and improve.

Develop and maintain stakeholder relationships

- Develop and maintain effective relationships with designers, sub-contractors, suppliers and customers.
- Manage client representatives on site to ensure all client and Beon requirements are met.
- Collaborate and coordinate with key internal stakeholders including engineering and commissioning teams.

Provide technical subject matter expertise

- Provide estimates of labour, plant and other resources required for construction as inputs to bids and tenders.
- Prepare construction methodologies and estimate durations for construction activities as input to project programs and tender proposals.
- Review construction drawings and provide feedback and constructability input.
- Assist in the preparation, evaluation and issue of requests for quotes or tenders for construction, major plant and/or materials in line with the project scope and specification.

What you'll bring to the business

Education / Qualifications:

- Current trade or tertiary qualification in electrical, building or construction management.

Knowledge:

- Detailed knowledge of High Voltage electrical infrastructure
- Knowledge of electrical and civil construction methodologies and the integration of this into the planning phases of a project.
- The ability to visualise a completed project before it is built to assess its risks, opportunities, resource requirements and materials required.
- Detailed knowledge and experience in the concepts and principles of subcontractor management.
- Detailed knowledge of technical standards, construction practices and OH&S.

Experience:

- Proven ability to apply construction management principles, preferably in an electrical distribution, sub-transmission, transmission and/or infrastructure environment.
- Significant experience with substation construction.
- Highly effective communication, planning, time management and stakeholder management skills.
- Experience in the establishment and maintenance of relationships with clients and stakeholder over the course of the project lifecycle.
- Longstanding commitment to ensuring safety standards and procedures are communicated and followed throughout the project lifecycle projects.

The skills and competencies you'll have

'Thought' competencies

1. Decision Quality: Considers various points and uses good judgement to make decisions and recommendations, knowing when to act or escalate
2. Manages complexity: Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems
3. Balances stakeholders: Anticipating and balancing the needs of multiple stakeholders

'Result' competencies

1. Ensures accountability: Holding self and others accountable to meet commitments
2. Action oriented: Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm
3. Directs work: Providing direction, delegating, and removing obstacles to get work done

'People' competencies

1. Communicates effectively: Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences
2. Manages conflict: Handling conflict situations effectively, with a minimum of noise
3. Drives engagement: Creating a climate where people are motivated to do their best to help the organisation achieve its objectives

'Self' competencies

1. Manages ambiguity: Operating effectively, even when things are not certain or the way forward is not clear
2. Instils trust: Gaining the confidence and trust of others through honesty, integrity, and authenticity
3. Courage: Stepping up to address difficult issues, saying what needs to be said

Other relevant information

Travel to other work locations, including interstate site locations, is an inherent requirement of this role

Direct reports: FTE direct reports: 0, Contractor direct reports: TBC

Budget: OPEX N/A, CAPEX N/A