



APPLICANT INFORMATION PACK

Director Thermal Generation



Overview

The Role

Reporting to the Executive General Manager Generation, this position is responsible to assume overall responsibilities of managing the entire thermal power stations of PPL nationwide in terms of;

- Managing the delivery of PPL's short to medium term Thermal Power Station Maintenance Programmes, by operating and coordinating planned (scheduled) and unplanned maintenance activities on all PPL's hydro plants.
- Managing and coordinating thermal generation maintenance activities for the designated thermal power stations including on-grid and off-grid centres.
- Establishing, regulating, coordinating and managing the Thermal Maintenance workforce and workflow in his/her jurisdiction; paying particular attention to establishment and adherence of operational budgets, logistics, procedures, licensing and compliance, and OHS requirements.
- Displaying judgment and tactical leadership and either effectively and efficiently intervene and resolve administrative and technical thermal maintenance issues or escalate issues to the EGM Generation.

Reporting Relationships

This role reports to the Executive General Manager Generation. The team structure is depicted below.

EGM Generation

**Director Thermal
Generation**

Executive
Assistant

Manager Moitaka
Thermal Power
Station

Manager Kanudi
Thermal Power
Station

Manager Milford/
Taraka Thermal
Power Station

Manager Ulagunan
Thermal Power
Station

Manager Madang
Thermal Power
Station

Director Thermal Generation

Key Responsibilities and Accountabilities

The following table highlights this position's key responsibilities and accountabilities. It is not an exhaustive list however, and the position holder can expect to be engaged in other activities where they can add value to PPL and for which they are competent.

You are <u>responsible</u> for the following activities at a regional level	You are <u>accountable</u> for how well the following deliverables are achieved
Facilities Ownership	<p>To manage ownership responsibility for all PPL's Thermal generation plant assets, within Director Thermal Generation's delegated jurisdiction, with associated responsibilities assigned and accepted</p> <p>Management of and assisting in the development of thermal Generation plant assets and facilities register</p> <p>Assigning and communicating thermal generation plant and facilities to relevant staff, documenting these assignments and updating ownership changes</p>
Managing maintenance of hydro plants	<p>To coordinate short to medium term planned and unplanned thermal maintenance activities and resources in an organised, efficient and cost effective manner</p> <p>To oversee and manage the generation of daily, weekly, monthly, periodic and one-off thermal maintenance schedules</p> <p>Timely communications to key stakeholders (i.e. Maintenance Dispatch, Work Control teams, Generation managers, etc.)</p> <p>Overall accountability for the performance of the thermal maintenance scheduling process, including regular evaluation and dealing with root causes of incomplete maintenance tasks</p> <p>To coordinate and ensure thermal maintenance resources are available and efficiently dispatched for both planned and unplanned maintenance activities</p> <p>To oversee and ensure that thermal maintenance activities are prioritised appropriately</p> <p>Securing thermal inventory, human resources, facilities and equipment on time</p>
Managing Maintenance Delivery	<p>To manage and ensure organisation's thermal plant is maintained safely and in accordance with the direction provided in the maintenance programme, maintenance schedules and job plans</p> <p>Thermal maintenance activities, tasks and resources assigned and communicated to the thermal Maintenance Team in a timely manner</p> <p>Ensure contingencies in place to respond to unplanned maintenance activities</p>
Managing Maintenance Improvement	<p>To improve the performance of the organisation's thermal operating plant and equipment, and resource allocation</p> <p>Coordinating and managing thermal maintenance improvement efforts</p>
Managing plant operation	<p>To oversee and competently operate plant Hydro maintenance assets, and to ensure the safety of plant, staff, public and</p>

You are <u>responsible</u> for the following activities at a regional level	You are <u>accountable</u> for how well the following deliverables are achieved
	<p>environment</p> <p>To manage and coordinate the development of thermal plant and facilities SOPs, and reviewing them periodically</p> <p>To oversee that thermal plant and stations are operated as described in SOPs and manuals</p> <p>To ensure thermal plant isolated and made safe for maintenance, and successfully restored to service after maintenance</p> <p>To ensure staff competencies are checked periodically, and necessary training is provided</p>
Managing Work Control Systems Management	<p>To provide an efficient, structured and controlled approach to the delivery of PPL's thermal maintenance programme within Director Thermal Generation jurisdiction</p> <p>To manage overall technical capability of Generation thermal maintenance efforts, including overseeing that plant warranties and staff certification requirements are complied with</p>
Coordinating Data Capture and Recording	<p>To ensure a comprehensive thermal plant and equipment history data set for maintenance planning and analysis, performance engineering and for condition-based maintenance, is generated and maintained at all times.</p>
Operational Risk Management	<p>To manage thermal operational risks by performing risk analysis and coordinating the implementation of mitigation activities and documentation</p>
Emergency Preparedness	<p>To manage the development and establishment of a thermal Generation Emergency Management Plan/Programme for designated thermal systems, including developing and establishing the associated policies and procedures, and auditing them periodically</p>
Managing Service Contractor	<p>To oversee and ensure that thermal maintenance contractors deliver value to the organisation, and that the contractor and PPL satisfy their legal and commercial contractual obligations</p> <p>To oversee the reviewing, monitoring and reporting of all thermal maintenance contract services, and addressing or escalating relevant issues to management, including variation management</p> <p>To ensure all thermal maintenance projects are conducted in accordance with company policies, procedures and standards, achieve their objectives safely, on time and within budget</p> <p>Managing and coordinating variations, progress reporting and documentation</p>
Logistics & Inventory Management	<p>To manage and oversee the provision of transportation, including temporary housing resources, to enable the execution of thermal maintenance activities</p> <p>Managing access and availability of heavy vehicle, plant and facilities for thermal maintenance activities, and coordinating fleet vehicle needs to the Transportation Division</p> <p>To maintain optimal levels of core asset inventory and equipment</p>

You are <u>responsible</u> for the following activities at a regional level	You are <u>accountable</u> for how well the following deliverables are achieved
	<p>required to undertake thermal maintenance activities Determining critical spares, replenishment levels and frequencies, budgeting for inventory & communicating needs to Procurement</p>
Workforce Management	<p>To ensure the manpower resources are available for effective delivery of Director Thermal Generation designated Generation maintenance activities Developing thermal Maintenance staff KPI's Enhancing staff capability – new skills acquired and developed Succession planning, developing a positive work culture, a conducive work environment and remunerating staff appropriately</p>
Health, Safety & Hazard Management	<p>To ensure PPL's thermal facilities are safe and healthy, meet regulatory standards, and hazards routinely identified and action plans implemented for removing or mitigating the risks involved Developing, establishing, communicating and auditing Generation thermal health and safety hazard management plan, policies and procedures</p>
Operating budget and Management	<p>To coordinate and prepare a bottom up thermal Generation budget that optimizes the balance between available financial resources and prioritized maintenance activities Reviewing and reporting on budgeting performance to management, periodically Coordinating the adjusting of thermal generation budgets and communications thereof</p>
Licensing and Compliance	<p>To ensure that Thermal Generation team complies with its consents to operate thermal assets and that company policy and legislative requirements and the people working within it maintain the licenses and certificates necessary to safely, legally and competently carry out their duties – i.e. 'maintaining a license to operate' Managing and overseeing Thermal Generation licensing and compliance documentation</p>
Team Management	<p>The Director Thermal Generation function's resources are commensurate with the needs of the business and comply with both company and legislative requirements Members of the Thermal Generation team know and understand the strategic direction of PPL and their respective roles and responsibilities, including acceptable behaviours and standards of performance expected of them</p>
Relationship Management	<p>Positive and constructive relationships are established and maintained with fellow members of the PPL Team Members of the wider PPL Team and relevant functional Divisions are appropriately involved in and kept informed of Thermal Generation team's activities and matters affecting their areas of responsibility Strategic level relationships are established and maintained with</p>



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	the Thermal Generation team’s key stakeholders

Selection Criteria

1. A University qualification in Electrical or Mechanical Engineering and or post graduate qualifications in Business, Management or related field.
2. The incumbent must be registered with the Institute of Engineers of Papua New Guinea.
3. Demonstrate a successful track record in an executive management or senior management position that deals extensively with overseeing and managing the delivery of Thermal Generation assets and Maintenance Programmes
4. Understanding, at a detailed level, the makeup of power production, generation, transmission and distribution plants.
5. Competently managing and coordinating the running of thermal generating assets located on multiple sites
6. Overseeing and coordinating the workflow of a large operation located on multiple sites
7. Liaising with key internal and external stakeholders and managing maintenance activities and projects remotely
8. Establishing and overseeing a complete maintenance cycle, including development of maintenance plans, schedules, coordinating resources and ensuring the plant is maintained safely and aligned with SOPs and manuals
9. Developing and establishing organisation wide policies, procedures and standards in relation to Operational Risk Management, Emergency procedures and Health, Safety and Hazard Management
10. Working knowledge of Occupational, Health and Safety regulations applicable for the power industry
11. Strong technical or asset management skills, people management skills and be able to demonstrate success in organization transformation, have strong business acumen and be recognized as an inspirational leader.
12. You will need to be a person that is; Driven to create change with proven capabilities, Forward thinking, strategic and disciplined, Inspiring, caring and works well with others for superior results, Takes personal accountability and Customer centric.

Remuneration

An attractive remuneration package is on offer, and salary will be commensurate with experience and qualifications.

How to apply?

Please review the following *essential* requirements for application to this role.

What to submit with your application?

Director Thermal Generation

A. Response to the Selection Criteria. Please provide details of your prior skills and experience in accordance with each of the Selection Criteria detailed below. Your response should be no more than a total of three pages, with 2-3 paragraphs for each Selection Criteria.

1. *A University qualification in Electrical or Mechanical Engineering and or post graduate qualifications in Business, Management or related field.*
2. *The incumbent must be registered with the Institute of Engineers of Papua New Guinea.*
3. *Demonstrate a successful track record in an executive management or senior management position that deals extensively with overseeing and managing the delivery of Thermal Generation assets and Maintenance Programmes*
4. *Understanding, at a detailed level, the makeup of power production, generation, transmission and distribution plants.*
5. *Competently managing and coordinating the running of thermal generating assets located on multiple sites*
6. *Overseeing and coordinating the workflow of a large operation located on multiple sites*
7. *Liaising with key internal and external stakeholders and managing maintenance activities and projects remotely*
8. *Establishing and overseeing a complete maintenance cycle, including development of maintenance plans, schedules, coordinating resources and ensuring the plant is maintained safely and aligned with SOPs and manuals*
9. *Developing and establishing organisation wide policies, procedures and standards in relation to Operational Risk Management, Emergency procedures and Health, Safety and Hazard Management*
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[NOTE: The above selection criteria **must** be specifically addressed in order to be considered for the position. Applications not addressing this selection criterion may not be considered for the role.]



B. Curriculum Vitae. Please provide a copy of your curriculum vitae, including details of your work experience and qualifications.

C. Referees. Please provide the names and contact details of three referees who can provide a reference on recent and past work experience. Details should include current phone numbers and email addresses.

When to submit?

Applications must be received by **COB Tuesday 25th September, 2018**.
Late applications may not be considered.

How to submit?

The preferred method of submission is by email to **recruitment@pngpower.com.pg** clearly indicating the subject as **"LEAD-VAC"**

You may also submit your application through mail or hand delivered to the following addresses:

Postal Address: The Recruitment Officer
PNG Power Ltd
P O Box 1105, BOROKO, NCD

Hand Delivered: PNG Power Head Office, Cnr Wards Road, Hohola, NCD