



POSITION PROFILE

Construction and
Delivery Director



The Company	3
The Role	4
Preferred Candidate Profile	7
Remuneration	8
The Recruitment Process	8





Bute Energy is a developer of large-scale onshore renewable energy projects in the UK, with a development pipeline in excess of 2GW of generating capacity.

Our portfolio comprises projects at various stages of development, with the first projects expected to commence construction in 2024. In total, the portfolio of onshore wind farms, solar PV projects and co-located battery energy storage systems could have an installed capacity in excess of 2,000 MW by 2030, making a substantial contribution towards meeting the renewable energy targets of the Welsh Government and the net-zero carbon objectives of the UK Government.

The projects are expected to attract significant investment and deliver substantial socio-economic benefits to the local and regional economy. We will submit our first planning application in the summer of 2022 for the Twyn Hywel Energy Park (<https://twynhywelenergypark.wales/>), located largely within a Pre-Assessed Area for Wind Energy in Southeast Wales. All our sites can be generating power by 2028, helping to support the Welsh Government's 2030 targets on the path to Net-Zero.

We have partnered with Copenhagen Infrastructure Partners (CIP), whose investment will allow us to accelerate the development of our portfolio and bring significant supply chain and economic benefits to Wales.

With the first planning applications being readied for submission in early 2023, Bute is growing its existing team to drive the business through the next stages of consenting and delivery. The business is now looking to appoint a Construction and Delivery Director.





Job Title:	Construction and Delivery Director
Location:	UK
Reports to:	Commercial Director

With the portfolio of development sites identified and under exclusive control, the main responsibilities of the Construction and Delivery Director will be to lead and manage the team and programme of activities required to achieve successful Final Investment Decision ('FID'). This work will be focused on maximizing design potential, optimising asset value and ensuring that sites are compliant with planning policy but also constructable and deliverable. Critical will be meeting the required commercial expectations around deliverability and buildability, all in a timely and achievable manner. Assessing these aspects of overall project deliverability will occur at an early stage in development (pre-scoping design) and the Construction and Delivery Director will have a key role in the overall consenting process, and up to FID.

Main Responsibilities:

- Responsible for the management and leadership of a team delivering a portfolio of project development sites to FID.
- Responsible for input into the delivery of portfolio sequencing and programme in line with strategy to post planning consent.
- Responsible for the effective line management of a newly assembled commercial delivery project team, including workflow management, performance reviews and ongoing development support.
- Responsible for assessment and mitigation of on-site construction challenges and risks, such as civil engineering constraints, infrastructure design, track layouts, forestry strategy, etc. all with a view to maximising design potential, mitigating programme creep and economic performance.
- Responsible for designing and leading a portfolio-wide programme of pre- and post-consent site investigation works to assess ground conditions as appropriate and mitigate risks where identified.
- Responsible for assessment and mitigation of off-site construction challenges and risks, such as transport route planning and engineering, blade transfer sections and compounds, grid route planning and mitigation, all with a view to maximising design potential, mitigating programme creep and economic performance.
- Support land functions (transport and grid) in designing and executing appropriate legal agreements that enable future de-risking and constructability.
- Set project key performance indicators (KPIs) and ensure they are tracked and managed throughout project delivery.
- Responsible for designing and leading a portfolio-wide procurement strategy focused on early-stage engagement with turbine OEMs, BOP contractors, electrical contractors, and all aspects of supply chain delivery.



- Design and lead a procurement strategy with a large focus on local suppliers and local benefit, and where possible larger initiatives that bring economic benefit to Wales as a country.
- Responsible for oversight and accountability of delivery against pre-agreed project timelines and deadlines.
- Responsible for the co-ordination management of external consultants.
- Responsible for management of external and internal technical or engineering support in relation to the project design, due diligence, access, wind resource assessments, and grid connection strategies.
- Responsible for supporting the satisfaction of any post-consent planning conditions/ variations/ value-add workstreams.
- Support, as required, the External Affairs Director with stakeholder consultation – political, community, etc – particularly around local supply chain involvement in projects.
- Take ownership of the management of key workstreams across Bute's portfolio of sites, helping ensure effective targets and goals are set and all objectives/plans are met/ exceeded.
- Work with the wider Commercial Team to maximise commercial returns for each development site and work to demonstrate value optimisation and deliverability against identified project risks.
- Identify project opportunities, develop a programme of delivery, control costs and manage project governance.
- Understand the key indicators which determine what constitutes a viable onshore wind project and play a lead role in increasing competitiveness of all sites by constantly challenging business performance assumptions/ norms.

Key Accountabilities:

- Responsible for the delivery of project KPIs against the pre-agreed programme.
- Manage a team of specialists to deliver exceptional performance and value in all projects within the portfolio.
- Manage all project budgets and risks using appropriate tools and contracts.
- Management of key technical engineering to design (on-site and off-site).
- Lead programme of supply chain engagement and procurement strategy, with a focus on local benefit.
- Identify and work to mitigate project risks to maximise project deliverability on time.
- Ensure high standards of governance and project management on projects.
- Management of 3rd party consultants and technical due diligence; and
- Ensuring sites are delivered to FID on time and on budget.



General:

The above responsibilities are neither exclusive nor exhaustive and the incumbent may be called upon to carry out such other appropriate alternative or additional duties as may be required, which are within their capability and competence.

The role will require periodic travel to portfolio sites within Wales.





Knowledge & Skills:

- An in-depth understanding of the commercial/environmental/regulatory opportunities and challenges facing all stages of onshore wind project development and the renewable industry.
- Detailed knowledge of the market drivers for a successful wind farm development and understanding of key project risks.
- Deep understanding of the key technical engineering risks and challenges facing onshore wind development.
- Knowledge of the onshore wind planning process and Environmental Impact Assessment regulations.
- A highly detailed planner with the ability to set and meet strict programmes and timelines.
- A strong understanding of financial aspects of renewable generation projects with experience of working in the preparation and updating of financial models.
- Strategic thinker with the ability to tackle challenges with an innovative mindset.
- Excellent interpersonal skills.
- An entrepreneurial approach and problem-solving abilities.
- Strong personal resilience and hugely adaptable to situations.
- Excellent project management skills.
- Handling and co-ordinating inputs from external consultants and project team members; and
- Excellent influencing and negotiation skills.

Experience & Qualifications:

- A minimum of 10 years' experience working in-house in a utility, development company or consultancy.
- Experience in leading the construction of onshore wind projects from consent to generation.
- Experience of managing a team and portfolio of projects.
- Technical engineering degree or appropriate qualifications to opine on civil engineering matters.
- Track record of successfully managing projects within resource and deadline constraints.
- Successfully dealing with project stakeholders, including landowners, members of the public, project contractors, external consultants and development partners.
- Experience in leading the production and delivery of construction programmes.
- Experience of supply chain engagement and procurement.

Diversity and Inclusion:

Bute Energy is an equal opportunities employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status, veteran status or disability status.



Remuneration:

Attractive package commensurate with background and experience required for the role. For more information on remuneration please contact Sophie Randles, Director at Livingston James.

Contact details are as follows: T: 07432480922 or E: sophierandles@livingstonjames.com

The Recruitment Process:

The search and selection process of this assignment is being managed by advising consultant, Sophie Randles, Director at Livingston James.

Selected professionals will then be invited to interview with selected shareholders and stakeholders. There will be three stages to this process. If requested, psychometric assessment will be utilised through the process for which additional guidance will be provided.

All third-party applications, enquiries and direct approaches to Bute Energy will be referred to Livingston James.