



**Bute
Energy**

POSITION PROFILE

Project Director



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At Bute Energy, our mission is to create renewable energy projects that deliver a wealthier, healthier Wales – we want to make the Welsh weather work for Wales through the biggest business investment in the rural economy in a generation. We will create thousands of jobs, give millions of pounds a year to community funds and help rural communities get ready for a net zero future. All of this while helping to reduce energy bills in the long term – onshore wind is the cheapest electricity on the grid.

Bute Energy has built up a market-leading pipeline of Energy Park projects in Wales, which will combine the latest technology for onshore wind and solar generation to provide projects that will be delivering the biggest business investment in rural Wales in a generation.

At Bute Energy, our core values of courage, passion, community and integrity are central to our mission to work towards a sustainable world, now and for future generations; and to deliver green energy generation and infrastructure that benefits local communities and society as a whole.

We are a business that truly has people at the heart of everything we do, and we work hard to ensure that our people are supported and encouraged to succeed. We are proud of our culture and values and strive to ensure that every one of our people have that "feeling of belonging" and can bring their whole selves to work. This is an exciting opportunity to join a high growth business and contribute to helping Wales reach its Net Zero targets.





Job Title:	Project Director
Location:	Wales or Scotland with regular travel to Wales
Reports to:	Director of Onshore Projects
Direct Reports:	Senior Project Managers & Project Managers

Are you ready to lead, inspire and enable our project team to deliver an ambitious industry leading portfolio across Wales?

With the portfolio of development sites identified and under exclusive control, the main responsibilities of the Project Director will be to lead and manage the programme of activities required to successfully deliver a portfolio of project development sites through a phased process of considered feasibility and design, stakeholder & community consultation, planning application submission and associated examination procedures. This work will be focused on maximizing design potential, optimising asset value and ensuring that sites are compliant as much as possible with planning policy, are progressed in such a way to meet the required commercial expectations, are deliverable and buildable, and are managed in line with budget and programme.

Main Responsibilities:

- Responsible for the management and leadership of a team delivering a portfolio of project development sites, including workflow management, performance reviews and ongoing development support.
- Responsible for setting, leading, and delivering the portfolio sequencing and programme in line with strategy from early site development, to post planning consent and Financial Investment Decision (FID).
- Responsible for the effective management of the portfolio business case and budgets.
- Set project key performance indicators (KPIs) and ensure they are tracked and managed throughout project delivery.
- Responsible for oversight and accountability of delivery against pre-agreed project timelines and deadlines.
- Working with the Strategic Planning and Consenting Director in the co-ordination and management of external consultants, to include the tendering, and contracting of lead services associated with stakeholder consultation, project, scoping, EIA, and all planning application submissions.
- Working with the Engineering Director in the 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 management of Appeals process, which may involve management of a Public Inquiry.
- Responsible for obtaining any post consent planning variations/value-add workstreams.
- Responsible for obtaining other licences, and permits, as may be required by the project(s).



- Working with the Communications and Community Director in producing a robust communications plan, focused on obtaining support and an understanding of proposed projects, whilst retaining and promoting Bute Energy's reputation. This will include collaborating and supporting the production a robust community benefit fund strategy and stakeholder consultation strategy – political, community, etc.
- Take ownership of the project management of portfolio of sites, helping ensure effective targets and goals are set and all objectives/plans are met/ exceeded.
- Work with the 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.

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 and potentially elsewhere in UK.





Knowledge & Skills:

- An in-depth understanding of the commercial/environmental/regulatory opportunities and challenges facing all stages of 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 planning system and planning policy relating to renewable energy development.
- Knowledge of the Appeals and Public Inquiry legal process.
- Knowledge of Environmental Impact Assessment regulations.
- A sound understanding of grid connection regimes and associated consenting processes would be an advantage.
- 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.
- Excellent influencing and negotiation skills.

Experience & Qualifications:

- Significant experience working in-house in a utility, development company or consultancy.
- Experience of managing a team and portfolio of projects.
- Degree in an environmental, engineering, technical, planning or science based subject or equivalent.
- Track record of successfully managing projects within resource and deadline constraints.
- Successfully dealing with planning authorities and other project stakeholders, including landowners, members of the public, project contractors, external consultants and development partners.
- Management of the production and delivery of project business cases.
- Management of the production and delivery of planning applications, Environmental Statements and planning condition discharge bundles.
- Experience of the Appeals process including Public Inquiries would be an advantage.



What does #belongatbute really mean to us and for you?

- At Bute Energy we are committed to having a workplace that encourages and promotes diversity, equity and inclusion. This means taking account of social or personal challenges that some colleagues may face and making available, the right workplace environment, resources and opportunities, which allow all of us at Bute Energy, to THRIVE.
- Our culture and the way we do things is centred around 'belonging' and we hang everything off #belongatbute. We believe that everyone should be able to be their true authentic self at Bute Energy and encourage this through promoting an inclusive environment which values and encourages different perspectives, thoughts, ideas and backgrounds, to ensure a truly innovative and exciting place to work.
- We do not accept any discriminatory attitudes or behaviours. Every single colleague and potential colleague who wishes to join us, should feel confident in equality of opportunity and be free from any bullying, discrimination or harassment on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.
- We hope and encourage all suitably qualified individuals to feel comfortable and energised to join our dedicated team and contribute to Wales' shift towards sustainable energy solutions.





Remuneration:

An attractive package is on offer, commensurate with background and experience required for the role. Benefits you can expect as a Bute Energy Colleague are shared below:

- Full flexibility with the option to work from home or in the office as needed.
- Flexitime with the ability to work core hours and take time back in lieu throughout the week.
- Fridays are allocated as 'no meeting' days to ensure down time at the end of the week.
- 28 days annual leave, plus bank holidays.
- Private Medical Insurance from day 1 with cover for immediate family including spouse or partner and children, including direct mental health pathways and support.
- Annual pay review and discretionary bonus.
- Employer pension contributions up to 7%.
- Electric car scheme via salary sacrifice.
- Life assurance cover and income protection.
- Travel insurance.
- Suite of enhanced policies and provisions to support colleagues through all the moments that matter.
- Regular team socials, activities, sporting events and charity fundraisers.

The Recruitment Process:

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



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Selected candidates will then be invited to interview with the Bute Energy team.

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