



Regional Asset Manager Americas (M/F)

About Neoen

Neoen is one of the world's leading independent producers of exclusively renewable energy. Neoen has 5.4 GW of solar, wind and storage capacity in operation or under construction in Australia, France, Finland, Mexico, El Salvador, Argentina, Ireland, Portugal, Jamaica, Mozambique, and Zambia. The company is also active in Croatia, Ecuador, Italy, Sweden, and the USA. Neoen's flagship assets include France's most powerful solar farm in Cestas (300 MWp), and two of the world's largest lithium-ion batteries: Hornsdale Power Reserve (150 MW / 193.5 MWh) and Victorian Big Battery (300 MW / 450 MWh), in Australia.

A player in the fight against global warming and the energy transition, Neoen's mission is to design and implement the means to produce the most competitive renewable electricity, sustainably and on a large scale. As a responsible company whose long-term vision is reflected in a strong and sustainable growth strategy, Neoen is targeting more than 10 GW capacity in operation or under construction by end of 2025. Neoen (ISIN Code: FR0011675362, ticker: NEOEN) is listed in Compartment A of the regulated market of Euronext Paris.

For more information: www.neoen.com

As part of its International growth, NEOEN is developing and operating several Renewable Energy (RE) Projects in the Americas region, including Solar Farms in Mexico for more than 800 MW, 200 MW solar and storage farms in El Salvador, a 50 MW solar farm in Jamaica, a 200 MW solar farm in Argentina and several other RE projects in their development phase in the region, including the US, Mexico and several other American countries, who require Operational Management during their construction and operation phases.

Role purpose

In this spirit, our **Operations department** is looking for his/her **Regional Asset Manager - Americas**, who will be responsible for the management of the team in charge of the safe operation of NEOEN's assets in the region.

The Regional Asset Manager leads a team of Asset Managers (AM) based in the assets' countries who are responsible for the coordination of the operation stakeholders, the administration of the O&M contractor and the control of the safe asset performance and revenue generation streams as agreed in the Business Plan set forth by Neoen.

Furthermore, the Regional Asset Manager will oversee all dimensions of operating assets within the Americas, including technical, commercial/contractual, regulatory, financial, and corporate & social responsibility, in line with Neoen's strategic direction and ensuring maximization of EBITDA while maintaining asset operation capability over time, seeking out value creation opportunities, driving continuous improvement, and implementing strategic initiatives.

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In his/her role, beyond his/her team, the Regional Asset Manager - Americas will report to the COO - Americas, and be working with the region's Managing Directors, development, legal and finance managers.

Key responsibilities

The Regional Asset Manager will be responsible for the operation of Neoen's assets portfolio across the region. His / her main objective is to ensure that the plants are meeting electricity production targets while keeping costs under control, whilst ensuring a very hands-on management approach with O&M Contractors. He / she will have accountability for the operations and maintenance of the relevant plants in close collaboration with the local finance team and the asset management team in France, including:

- **Foster a HSE culture:** (i) HSE audits; (ii) deploy management visit reports; (iii) adherence to HSE training schedules; (iv) routine HSE spot checks; (v) include HSE criteria in Contractor's selection processes; and (vi) enforce Neoen's Stop of Work policy in case of accidents, as well as well as being an active participant in the company's global vision of having an *Interdependent HSES Culture*.
- **Exceed EBITDA targets:** (i) actively seek out value creation opportunities; (ii) identify negative trends and implement changes, as well as eliminating wasteful expenditures; (iii) coordinate activities with other regions to ensure alignment; and (iv) reduce costs without affecting revenues.
- **Exceed Key Performance Indicators targets:** (i) reduce downtime and maximize Availability and Performance Ratio; (ii) quickly identify negative trends and implement action plans; (iii) use continuous improvement methodology to drive results; (iv) identify and eliminate major causes of downtime and reduced Performance Ratio; (vi) communicate OEM issues within Neoen; (vii) value O&M models to ensure maximum production; and (viii) support loss factor reduction initiatives.
- **Manage regulatory, investor and commercial issues:** (i) coordinate all activities associated with the risk analysis and mitigation derived from the regulatory frameworks across the region; (ii) manage all commercial agreements and customers associated with assigned projects; (iii) lead the prosecution of all warranty and insurance claims and monitor the documentation of these claims; (iv) prepare for, and lead, off-takers, contractors, and service providers, as well as public authorities, regulatory agencies, grid and transmission operators' relations, as required for operation of projects; (v) prepare for, and lead, investor, and lenders relation; and (vi) supervise and monitor each counterparties compliance under all contracts for projects.
- **Develop and mentor direct reports for career growth:** (i) establish tailored training for direct reports; (ii) effectively use performance management models; (iii) mentor and guide teams; (iv) reinforce leadership competencies; and (v) provide regular feedback on performance.

With this said, it's very important for the Regional Asset Manager to showcase autonomy and techno & commercial skills which aligns to the mission of Neoen - To continuously improve renewable energy asset management strategies, and methodologies, in order to produce maximum energy from its power plants worldwide, with a high-quality service, beyond zero HSES principles, with technical excellence, striving to exceed investment commitments.



Key Stakeholders relationships

- Regulatory Authorities
- ISOs and TSOs
- Other Authorities
- Off-takers
- Construction and O&M contractors
- Lenders or their agents
- Suppliers and Service providers – such as the IE/LTA and OE
- HSE Independent Consultants
- Environmental Compliance Consultants
- Local communities

Candidate Profile

- Relevant Tertiary qualifications in the Engineering field, preferably Renewable Energy
- Minimum 10 years' experience in the Asset Management field of large industrial assets
- Proven skills and experience in the supervision and co-ordination of operation and maintenance teams and activities associated with renewable energy generation or similar operation
- Working knowledge and understanding of renewable energy plants and equipment such as solar or wind plants and associated electrical equipment, auxiliary plant, and high voltage infrastructure
- Contract management experience
- Well-developed computer skills and proficiency in MS Office and Computerized Maintenance Management Systems (CMMS)
- Demonstrated up-to-date working knowledge of Workplace Health, Safety & Environment requirements
- High level troubleshooting and problem-solving skills and the ability to be technically innovative
- Effective leadership, supervision, planning and organizational skills
- Excellent communication and liaison skills with the proven ability to effectively interact with a wide range of internal and external stakeholders
- Autonomous, innovative, team player, performance driven

Conditions

- Permanent contract
- Based in Mexico City, Mexico
- Starting date: as soon as possible

Please send your application to Norbert Thouvenot, COO at
recruitment.assetmanagement@neoen.com