



## HSE Manager - Australia (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](http://www.neoen.com)

### Health Safety Environment and social sustainability

As part of its mission of developing, building and operating renewable Energy Projects around the world, Neoen is committed to properly managing the Health and Safety of its employees and contractors, as well as all related Environment and Social impacts of its activities.

To support that objective Neoen has developed an HSE&S management system and wants to further develop such system to:

- integrate Environmental and Social components into a fully comprehensive Health, Safety, Environment and Social Management System (HSE&S MS), and
- align such system with international best practices requirements such as ISO 14001 and 45001 and the IFC sustainability standards.

Such management system aims at defining and enforcing the conditions to allow Neoen to properly deliver on its HSE&S commitments and comply with all applicable standard practices in this field, to the satisfaction of its shareholders as well as its lenders.

### Role purpose

In order to improve and ensure the effective implementation of the company's HSE&S system, Neoen is hiring a **HSE Manager** who will be responsible for the development, implementation, control and continuous assessment of the required procedures and controls of Neoen's HSE&S MS relative to HSE and oversee its practical application to Neoen's operations in Australia.

The position is based in Sydney, with frequent travels to Neoen Australia operations sites, and reports functionally to Neoen's HSE&S Manager and operationally to the Head of Construction - Australia.

The following list summarizes the main duties for the position for the management of all HSE related matters applicable to Neoen's business:

- Projects development
  - Ensure the terms of reference for projects' HSE impact assessment studies and due diligence during project development are implemented
  - Represent Neoen towards lenders during project due diligences prior to Financing Close
  - Ensure group standards, procedures and technical annexes are included in Neoen EPC and O&M contractors during contract negotiations
  - Select appropriate HSE advisors when applicable
  - Supervise the development of HSE studies (HSE impact assessment, baseline surveys, resettlement action plan, biodiversity action plan, etc...) at regional level
  - Supervise project HSE teams and insure group HSE management procedures are translated at project level into a project specific management system, taking into account local constraints as well as lenders requirements
- Projects execution
  - Provide the necessary support to Neoen Australia Project and Asset Managers on all HSE related issues, including site inspections, incident investigation, HSE performance control including site audits
  - Review EPC and O&M Contractors HSE plans, risks and impacts analysis procedures, accident root cause analysis as provided by Neoen's Contractors during projects implementation or assets operations
  - Set up and review of appropriate HSE audits procedures and deliverables by Neoen's contractors during construction and operation of assets
  - Ensure framework for emergency preparedness and response implementation at project level by project HSE team
- HSE governance
  - Internal competence for HSE matters applicable to Neoen Australia business
  - Responsible for Australia HSE performance monitoring and report to HSE&S Manager
  - Propose action plans to continuously improve Neoen Australia HSE performances
  - Assess and propose amendment of Neoen's HSE governance if/when required to HSE&S Manager
  - Manage Australia HSE Management System:
    - Risk Analysis
      - Undertake a risk analysis to evaluate and rank regionally wide HSE risks and impacts on a regular basis; and ensure high risks are being incorporated in the company overall risk matrix
      - Participate in EPC and O&M Contractor assessment during RFP qualification phase
      - Review EPC and O&M contracts and ensure applicable HSE requirements are integrated to contract prior to signature
    - Action Plans
      - Oversee the execution of action plans defined to mitigate projects adverse impacts to all project stakeholders, including Employees, Contractors, the Environment and the communities
      - Share action plans' implementation status with Neoen's HSE&S Manager
    - Roles and responsibilities
      - Ensure a regional governance system to manage HSE risks and impacts
      - Establish clear roles of all projects' stakeholders in the management of HSE related matters during the development and operation of Neoen Australia assets



- Provide the required support and training related to HSE matters
- Continuous Performance assessment
  - Ensure adequate share of Lessons Learned within Neoen and its Contractors
  - Amend and improve existing procedures to industry evolution, or to ad-hoc country regulations, laws or requirements

### Candidate profile

The candidate will need the following skills and experience to succeed in this role:

- Technical expertise of HSE matters in both an advisor role as well as during their actual implementation on large investment projects
- Successful experience in the development and implementation of practical HSE related management procedures and systems
- Strong HSE background as an advisor, Management System contributor within the IFC performance Standard framework
- Solid knowledge of OHSAS 18001 / ISO 45001 / ISO 14001, Australia WHS Act, Regulations and Codes of Practice, as well as IFC Performance Standards and Equator principles
- Previous experience of Health and Safety management in an industrial set up
- Experience of Environment risk management of large industrial projects impact
- Strong leadership, communication teaching and negotiation skills
- Autonomy
- Minimum number of years of experience: 10 years
- Languages: English (mandatory), French or Spanish (a plus)

### Conditions

Permanent contract

Based in Sydney

Starting date: as soon as possible

**Please send your CV and cover letter to Laurent Francisci, COO Australia**  
[careersaus@neoen.com](mailto:careersaus@neoen.com)