



Regional Construction 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, Canada, Mexico and several other American countries, who require Project Management during their development and construction phases.

Role purpose

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

The Regional Construction Manager leads a team of Project Managers (PM) based in the assets' countries and other internal and external resources to achieve the project objectives, from the asset owner perspective. He/she will be responsible for coordinating the management of large and complex EPC contracts, as well as multiple internal and external stakeholders, and will oversee all dimensions of construction assets within the Americas, including technical, commercial/contractual, regulatory, financial, and corporate & social responsibility, in line with Neoen's strategic direction and Business Plan set forth for each project.

Furthermore, the Regional Construction Manager will be responsible for achieving the KPIs agreed for the region, including in relation to HSE, implementation schedule, cost, and quality, while seeking out value creation opportunities, driving continuous improvement, and implementing strategic initiatives.

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



Key responsibilities

The Regional Construction Manager will be responsible for the construction of Neoen's assets portfolio across the region. His / her main objective is to deliver high-quality renewable projects on time and at or below budget, and beyond zero HSES principles. He / she will have accountability for the construction of the relevant plants in close collaboration with the local development, finance, and asset management teams, as well as with the HSE, Procurement, Excellence Centre, and IT teams 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 HSE plan and Stop of Work policy in case of accidents, as well as being an active participant in the company's global vision of having an *Interdependent HSES Culture*.
- **Exceed planning KPIs** in what relates to: (i) HSES plans; (ii) stakeholders' governance; (iii) reporting and communication; (iv) QA/QC plan, including inspection and testing procedures; (v) project controls and approval procedures; and (v) documentation management.
- **Exceed execution KPIs** in what relates to: (i) HSES plans enforcement; (ii) site mobilization and logistics; (iii) detailed design (by EPC); (iv) QA/QC plan enforcement, including manufacturing and site inspections, FAT and SAT; (v) construction management, including coordination of stakeholders; (vi) interconnection management, including asset handover to the Utility; (vii) commissioning, COD and performance testing execution and approval; (viii) SCADA implementation, including integration of Neoen's remote monitoring system; (ix) quickly identify non-conformity works and implement corrective action plans; (x) construction closing, including punch-listing and Substantial Completion; and (xi) use continuous improvement methodology to drive results.
- **Exceed control KPIs** in what relates to: (i) HSES reporting and compliance; (ii) Project reporting and compliance; (iii) Risk Analysis and mitigation; (iv) EPC contract administration, including management of EPC payment processes and upholding Owner's rights while managing compliance with obligations; (v) lead other agreements and stakeholders relations, as required for project construction (public authorities, regulatory agencies, grid and transmission operators, lenders' technical advisor, insurers, etc.); (vi) Time schedule (implementation schedule, critical path, gap analysis, corrective actions); (vii) Financials (budget control, payment claims, assessment of LDs, performance guarantees, etc.); (viii) design reviews, including change approvals and As-Built; (ix) Quality control of documentation, works and tests; (x) Complete handover to the Asset Management team following Substantial Completion, including implementation of RACI matrix; and (xi) Ongoing monitoring and closing of punch list items until Final Completion.
- **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 Construction Manager to showcase autonomy and techno & commercial skills, whilst ensuring a very hands-on management approach with EPC Contractors and other stakeholders.

Key Stakeholders relationships

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

Candidate Profile

- Relevant Tertiary qualifications in the Industrial Project Engineering field
- Minimum 10 years' experience in the Project Management and Implementation field of large industrial assets
- Past implementation of HSES and QA/QC procedures during project construction
- Proven skills and experience in the supervision, coordination and management of construction teams and activities associated with the construction of large renewable energy projects
- 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
- Solid experience in Procurement / EPC Contract negotiation and management
- Well-developed computer skills and proficiency in MS Office and Project Management control tools (budgeting, cost controls, work progress schedule, QA/QC controls)
- 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 recruitment.construction@neoen.com