



Construction Project Manager (M/F)

About Neoen

Neoen is one of the world's leading independent producers of exclusively renewable energy. Neoen has close to 5.6 GW of solar, wind and storage capacity in operation or under construction in Australia, France, Finland, Mexico, El Salvador, Argentina, Ireland, Sweden, Portugal, Jamaica, Mozambique, and Zambia. The company is also active in Croatia, Canada, Ecuador, and Italy. 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 the 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

About Neoen in Australia

Since 2012, Australia has been a key territory for Neoen. Our development efforts started paying-off in late 2014, when the government of the ACT granted Neoen the major part of the capacity at stake in its tender process: it enabled us to deliver the wind power project of Hornsdale, which gradually increased to a capacity of 309 MW. We have developed more than 2,000 MW of wind, solar and storage projects. We now have 14 assets under construction, commissioning and operation in most states/territories:

SA: three existing wind farms in operation, a large battery and the 204MW Goyder South Wind Farm that commenced construction in 2022.

WA: a hybrid plant

NSW: five solar farms in operation

VIC: a solar farm, a wind farm and the Southern Hemisphere's largest battery

QLD: Australia's largest solar PV facility (460MWp) as well as a 156MW wind farm

Our main offices are located in Sydney and Canberra.

Role Description

Role purpose

We are hiring a **Construction Project Manager (PM)** who will be fully responsible for construction of a large-scale renewable energy project, likely a large storage system, on a full-time employment.

During the completion of the development of the project, until Financial Close, the Construction PM will provide technical and contractual support to the local Development team leading to the project design, and to the conclusion of an EPC contract for the implementation of the facility.

The Construction PM is fully responsible for the achievement of the project's agreed KPIs, including in relation to HSE, implementation schedule, cost and quality supported by internal and external specialist.

In this spirit, Neoen is looking for an experienced, process-driven professional with a strong ability to manage complex EPC contracts, proven (preferably also client side) expertise in Project Management, ability to work independently and efficiently, managing multiple internal and external stakeholders and leading a team of internal and external resources to achieve the project objectives, from the asset owner perspective. Previous experience with wind, solar and/or battery construction is essential and strong understanding the connection process (AEMO registration) could be instrumental.

The position is based in Sydney, reports to Neoen's Head of Construction - Australia and will involve regular travel to the facility during construction (subject to COVID restrictions).

Key responsibilities during the Project implementation phases: construction, commissioning & closing

The following list summarizes the main duties for the position during the Construction phase:

- Planning / preparation
 - HSE, Community Relations, Heritage etc. management plans
 - Risk & opportunity assessment and constant management
 - Owner's Engineer (OE) tender and engagement process lead, when applicable
 - Site access and traffic management plan
 - EPC logistic plan for equipment and services
 - Project's Stakeholders governance
 - Reporting & communication
 - Approval procedures
 - QA/QC plan
 - Project controls (costs, schedule, risks)
 - Documentation management
 - AEMO registration and GPS compliance
- Execution
 - HSE Plan implementation (including Safety in Design, HAZCON, HAZOP etc. workshops) and enforcement
 - Site mobilization
 - Detailed design (by EPC) and review (coordinated with OE, when applicable)
 - Day to Day construction management (coordination of stakeholders)
 - EPC contract administration including management of EPC payment processes and upholding the owners' rights at all times while managing compliance with obligations
 - Management of change (variations, extension of time, claims, permitting)
 - Continuous improvement and knowledge sharing with wider groups
- Control
 - HSE, development approval and connection agreements permitting and all other compliance items
 - Design review comments, change approvals
 - Quality Control of work achieved (inspections, quantity and quality surveys, corrective actions)
 - Time schedule (detailed implementation schedule, critical path, gap analysis, corrective actions)
 - Financials (budget at completion, payment claims)
 - Risk Analysis and mitigation
 - Project reporting

The following list summarizes the main duties for the position in the Commissioning and Project Closing phase:

- Planning/preparation
 - Completion of connection assets / handover of assets to TNSP / achievement of registration
 - Testing and commissioning procedures
 - SCADA review, implementation and training of Neoen's Operational Control Centre (24/7)
 - Commissioning test plan (FAT, SAT, Practical Completion, Performance guarantees, Final Completion)
- Execution
 - Supervision of EPC's Commissioning tests
 - Expedition of corrective works
 - Administration of contractual terms
 - Construction closing including of defect and punch listing
 - Pre-Start up safety tests
 - Completion of Hold Point testing and all testing required to achieve full production
- Control
 - Tests Documentation administration
 - Financials Controls (final payments, LDs assessments, claims closing)
 - Final Risk Analysis and mitigation plan
 - Compliance documentation (HSE O&M plan, as constructed drawings, construction & operation permitting change)
 - Complete handover to Asset Management team following Practical Completion
 - Ongoing monitoring and closing of punch list items during DLP (if contract is extended)

Key Stakeholders relationships

- PPA Off-taker as applicable
- Lenders or their agents, Grantors
- EPC and other Contractors
- Regulatory Authorities including the AEMO and TNSP
- Technical Consultants
- Neoen Development Project Manager
- Neoen Asset Manager
- Owner's Engineers
- Independent Certifier / Lender's Technical Advisor

Candidate profile

The candidate is ideally expected to rely upon some of the following skills and experience:

- Industrial Project engineering background (Process / civil / mechanical/ electrical / utilities / environment)
- Minimum number of years of relevant experience: 10 years
- Experience in large power projects is essential (> 100 M\$)
- Successful experience in large EPC Contract Management (> 200 M\$) in the region
- Technical expertise of renewable energy plants and equipment such as wind, battery and/or solar plants and associated electrical equipment, auxiliary plant and high voltage infrastructure
- Understanding and experience of management of registration process is essential
- Understanding of control systems integration process is a clear plus
- Past implementation of HSE and QA/QC procedures during project construction



- Project Management control tools (Budgeting, Cost controls, Work progress schedule, QA/QC controls)
- Procurement / contract negotiation skills
- HAZID, HAZCON, HAZOPS implementation experience
- Strong leadership, communication and negotiation skills
- Autonomy – working independently but to minimum standards set by Neoen management
- Excellent organizational skills and inter-personal relationship
- Ability to master local constraints (Community, landowners, etc.)
- Language: English
- Proficient compute skills (MS EXCEL, MS Word, MS Project etc. preferred)

Conditions

- Permanent contract
- Based in Sydney
- Starting date: as soon as possible

Please send your application to careersaus@neoen.com