



Regional HSE&Social Manager Europe (M/F)

About Neoen

Founded in 2008, Neoen is one of the world's leading independent producers of exclusively renewable energy. With proven expertise in solar power, wind power and storage, the company plays an active role in the energy transition by producing competitive, green, local energy on four continents. After a five-fold increase in the last five years, its capacity in operation and under construction stands at 5.6 GW.

Neoen's flagship operations are France's most powerful solar farm (300 MWp) in Cestas, Finland's largest wind farm (404 MW) in Mutkalampi, one of the world's most competitive solar plants in Mexico (El Llano, 375 MWp) and two of the world's most powerful large-scale storage plants, both in Australia: Hornsdale Power Reserve (150 MW/193.5 MWh storage capacity) and the Victorian Big Battery (300 MW/450 MWh).

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 is listed in Compartment A of Euronext's regulated market in Paris (ISIN code: FR0011675362, Ticker: NEOEN) on the SBF 120 and CAC Mid 60 indexes. For more information: 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 Regional **HSE&Social 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 Social and oversee its practical application to Neoen's operations in Europe.

The position is based in Paris, with frequent travels to Europe, and reports operationally to Neoen's Group HSE&S Manager and functionally to the COO Europe.

The following list summarizes the main components and deliverables under the governance of the HSE&S MS:

- Risk Analysis
 - Undertake a risk analysis to evaluate and rank regionally wide HSE & Social risks and impacts in a regular basis; and ensure high risks are being incorporated in the company overall risk matrix
 - Provide support to project level team for the review of HSE & Social risk and impacts during project development, construction and operational phases
 - Ensure the terms of reference for projects' HSE & Social impact assessment studies and due diligence during project development are implemented
 - Participate in EPC and O&M Contractor assessment during RFP qualification phase
 - Review EPC and O&M contracts and ensure applicable HSE & Social requirements are integrated to contract prior to signature
- Action Plans
 - Provide support to projects level HSE & Social team
 - 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 & Social risks and impacts
 - Establish clear roles of all projects' stakeholders in the management of HSE & Social related matters during the development and operation of Neoen European assets.
 - Allow for continuous improvement of Neoen European Operations HSE & Social performances
 - Provide the required support and training of related to HSE & Social matters
- Emergency Plan
 - Ensure framework for emergency preparedness and response implementation at project level by project HSE team
- 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.

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

- Projects development
 - Ensure the terms of reference for projects' HSE & Social 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 & Social advisors when applicable
 - Supervise the development of HSE & Social studies (HSE & Social impact assessment, baseline surveys, resettlement action plan, biodiversity action plan, etc...) at regional level
 - Supervise project HSE team and ensure group HSE & Social 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 European Project and Asset Managers on all HSE & Social related issues, including site inspections, incident investigation, HSE performance control including site audits

- Review EPC and O&M Contractors HSE & Social 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 & Social audits procedures and deliverables by Neoen's contractors during construction and operation of assets
- HSE Governance
 - Internal competence for HSE& Social matters applicable to Neoen European business
 - Responsible for Europe HSE & Social performance monitoring and report to HSE&S Manager
 - Proposing action plans to continuously improve Neoen European HSE & Social performances
 - Assess, and proposed amendment of Neoen's HSE&S governance if/when required to HSE&S Manager

Candidate profile

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

- Technical expertise of HSE & Social 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, Regulations and Codes of Practice, as well as IFC Performance Standards and Equator principles
- Previous experience of Health and safety management in an industrial and international set up
- Experience of Environment risk management of large industrial Projects impact
- Minimum number of years of experience: 5 years
- Strong leadership, communication teaching and negotiation skills
- Autonomy
- Languages: French (mandatory), English (mandatory), Spanish or German (a plus)

Conditions

Permanent contract

Based in Paris

Starting date: as soon as possible

Please send your CV and cover letter to recruitment.hse@neoen.com