Position: Operations Director / regional general manager Europe/Africa

Package: Competitive

Company
EM&I Is an Industry leading global organisation providing Asset Integrity, Inspection and specialised Repair & Maintenance services to the Oil, Gas and Energy Industries. We have over 30 years of experience, an impressive safety record, innovative services and accredited safety and quality systems delivered through a global network of strategically located bases.

This technical and operational capability enables EM&I to provide unequalled value and a responsive service to our clients on local and international projects.

Our Mission is to be the biggest and best Integrity Services provider to the Energy Industry. We endeavour to ensure the EM&I organisation is competitive, innovative, forward thinking and rewarding for clients, staff and shareholders.

Role
The role combines two discrete functions: the management of EM&I's global operations, combined the leadership, relationship building and growth of the Europe and Africa region.

First, to provide direction for all projects in EM&I so as to ensure successful project delivery. Lead preparation of proposals. Handover new projects from Business Development to Operations. Ensure that projects are executed safely, on budget and schedule, with the right teams on Project at the right time and place, and with the correct equipment. Maintain excellent client relationships.

- As RGM Europe and Africa, to meet agreed EM&I strategic and budgetary targets and corporate values within the boundaries of the region with responsibility for the performance of the regional offices required to support projects.

Extensive travel will be required within the boundaries of the region, and globally.

Experience Competencies

- At least 8 years' previous experience in senior management role showing leadership of both business development and operational functions, preferably in a service organisation in the oil, gas, petrochemical or other similar industries
- Focus on revenue, profitable growth and operational excellence
- Proven record in developing business in high margin services to senior client, regulator and class society management levels. Previous experience of delivering annual operating revenue in the order of USD 10M to USD 20M with net margins of +10%
- Strong commercial and financial awareness and ability to implement proper controls
- Strong focus on service delivery to promote client satisfaction in accordance with EM&I's Values

Responsibilities

Quality, Health, Safety, Environment (QHSE):

Responsibility for QHSE performance of the region (including all office and site based activity) requiring a clear understanding of the Corporate KPI objectives ensuring that the team understand, are fully supported and able to deliver.

A proven knowledge of Health, Safety and Environmental (HSE) practice in compliance with regulatory requirements in locations where projects are being executed is required

- Supporting the Corporate KPIs with respect to QHSE objectives
- Supporting the execution of the Quality, Health, Safety, Environmental and Technical (QHSET) 3-year Strategic Implementation Plan (SIP) prepared by the Chief Technical Officer (CTO) and Manager QHSE
- Managing Health and Safety performance for the regional offices as defined in the Health & Safety Management Strategy and as directed by the CTO and/or Manager QHSE

Marketing and Business Development:

Leading business development activity in the region with close liaison with the CEO, DCEO/COO and Chief Marketing Officer (CMO)

- Developing and growing existing projects through frequent and close contact with clients
- Working closely with the global Marketing and Business Development Teams to develop new Leads and win Opportunities taking ownership, when tasked, of prequalification, bid, tender and proposal documents

- Maintaining close coordination with the CEO, DCEO?COO, CMO and other members of the Marketing and Business Development Teams to achieve an integrated strategic view of the business

Operational and Project Management:

Overall global operational responsibility requiring a strong focus on regular face to face client interaction with the objective of exceeding client expectations

A hands-on approach to project direction and management with the RGM assuming day to day Project Director responsibility for certain Projects in the region as directed by the DCEO/COO

- Promoting the EM&I Mission Statement Values
- Supporting the Corporate KPIs with respect to Operational / Project Management objectives
- Supporting the execution of, and contribute to, the Operational 3-year SIP
- Supporting the Operations Team in delivering projects in the region in compliance with EM&I Operational-Asset Integrity Management System (O-AIMS), Inspection Repair Maintenance (IRM) and Project MSDs whilst in accordance with contractual deliverables and T&Cs

Financial Performance and Cash Management:

Profit and Loss (P&L) and cash management responsibility for the region

- Supporting the Corporate KPIs with respect to Financial Performance / Cash Management objectives
- Supporting the execution of the Finance 3-year SIP prepared by the Group CFO
- Leading the regional input to the annual group budget
- Leading the team's delivery of ratified budgets so that revenue targets are met or exceeded and the direct and indirect costs are in proportion to the financial model agreed in the budget
- Reviewing monthly P&L and Balance Sheet reports prepared by the Finance Team and providing supporting commentary where required

Line Management:

Leading, developing and motivating the regional team with line management responsibility for selected senior members of the team

Identifying and managing fast track career development of appropriate personnel through Appraisals covering; Personal KPIs, training, coaching and mentoring

- Promoting the EM&I Mission Statement and Values
- Supporting the Corporate KPIs with respect to Staff Development and Human Resources (HR) objectives
- Working with the HR Team to ensure compliance with EM&I HR Policies and MSDs
- Conducting and documenting Appraisals
- Defining and assessing performance of regional centres and project specific KPIs in support of the Corporate KPIs

Academic Competencies

Degree qualified from a recognised university in business, financial, technical or engineering discipline or appropriate management qualification such as an MBA.

Membership of an accredited body such as the Association for Project Management (APM), Project Management Institute (PMI) and / or the British Institute of Project Management (BIPM).

To apply for this position please send your up to date CV to our Global Recruiter Aaron Wilson at aaron.wilson@emialliance.com