



JOB TITLE: Construction Engineer

DEPARTMENT: Operations

REPORTS TO: Manager Construction

Liaison with Internal: SW Executive Management Team, Finance Team, Operations Leadership Team, Project Management Unit, the Corporate Services Team and the Lands Management Team.

External: Contractors, suppliers and consultants

Responsible for; OTIF delivery of project outputs and outcomes within cost and quality requirements.

PURPOSE AND SCOPE OF ROLE

To optimize performance of the construction team through effective leadership and management of the people, processes tools and systems to ensure successful achievement of strategic, annual, monthly and project objectives of the Construction Team.

KEY DUTIES/ RESPONSIBILITIES PERFORMED

Leadership Competencies

- On-going coaching and mentoring of the construction team based on performance and role requirements to deliver optimum results from the team.
- Demonstrate and set high standards of discipline and professional standards within the construction team through upholding and enforcing company policies.
- Provide direction, focus and clarity for the construction team through the timely development of individual performance objectives, monthly and annual work plans and project plans.
- Develop and grow a culture of high performance within the construction team through on-going motivation and holding the team accountable for delivery of target outputs and outcomes.
- Establish a culture of teamwork through setting clear understanding of individual roles and objectives, how they are inter-related and inter-dependent and more importantly the importance of delivering team results.
- Provide LINE OF SIGHT for the construction team by aligning individual role and objectives to departmental and divisional roles and objectives and finally to Solomon Water's Vision, Mission Statement.
- Build a working environment that will enable all employees to achieve their full potential and contribute to the goals of the construction team.
- Create an environment where continuous improvement and constructive challenges are encouraged and valued at all levels within the construction department.

Management

- Oversight Supervision of the construction team including the staff reporting, leave approval, learning and development and facilitating relevant processes.

- Ensure the construction team comply with company policies and are held accountable for the upholding of company policies
- Ensure that the people performance management process is effective through conducting regular reviews and undertaking corrective actions in a proactive manner.
- Ensure that project budgets are planned and controlled through project planning and annual budget planning process and controlled through the project budget reviews and the monthly budget review processes.
- Ensure effective field crew set up, monitoring and tracking through equipping with required tools and personal protective equipment and through the crew scheduling and tools control processes.
- Ensure correct and accurate reporting of performance through efficient and effective monitoring and control of the construction KPI Database and KPI dashboard reporting process.
- Effectively facilitate and coordinate the planning and reviewing process through conducting weekly meetings for the construction team.
- Ensure all project team members understands and comply with safety requirements.
- Ensure the governance process and control environment is functioning effectively to promote and ensure the safeguarding of personnel, company assets, other business resources as well as Solomon Water customers.

Technical And Operational

- Daily and weekly work performance reviews to ensure delivery of project outputs and outcomes on time and in full within cost and quality specifications.
- Develop weekly reports for the review and planning meetings of the construction team.
- Conduct daily and weekly work planning for the construction team
- Provide advice on project performance and requirements to the Operations Leadership team.
- Carry out regular reviews of standard operating procedures, manuals and process flow charts to ensure currency, relevancy and fit for purpose for the construction team..
- Effectively control the project implementation process to ensure compliance to Solomon Water Construction Standards and stipulated procedures and guidelines.
- Conduct timely reviews and assessments of the construction team's compliance to time keeping policy to ensure efficiency and productivity of team.
- Conduct reviews and assessment of the construction team's compliance to the work safety policy to ensure safety of all employees, safety of Solomon Water Assets and safe work processes and SOPs.
- Actively participate in the weekly and monthly work performance review and planning meetings.
- Drive the development of SOP and work procedures and deliver critical and standard reporting against performance targets.

Relationship And Networking

- Liaise across Solomon Water on work analysis and reviews, capacity building, special projects and other mandated Solomon Water activities.
- Liaise with other divisions and departments and provide advice on Solomon Water funded projects and project management.
- Proactively drive and support teamwork within the construction team and across departments in the Operations Division
- Leverage strengths, expertise and learning from across the Solomon Water business to drive performance improvement with the construction team.

Selection Criterias

- Proven Leadership and Management competencies in leading and managing construction and project teams.
- Demonstrated technical competencies in project, contract and contractor management for medium scale projects.
- Demonstrated competencies in planning, monitoring & evaluation of work plans to achieve target outputs and outcomes.
- A proven understanding of working in a policy environment to deliver against expected outcomes.
- Well-developed networking and stakeholder engagement skills;
- Proven experience in team work both as a leader and a team member and the ability to develop effective teamwork.
- Proven competencies in coaching and mentoring of direct and in-direct reports to facilitate professional growth and improved individual performance against delegated task and role requirements.
- Work well in a high pressure environment with proven skills in withstanding pressures.
- Excellent communications skills in both written and oral with well-developed negotiations skills set.

QUALIFICATION

Degree in Civil Engineering or any engineering field with certification in project management.

EXPERIENCE

- Construction or Project Manager with experience in leading and managing medium scale projects.
- Well-developed leadership, management and multicultural skills in driving delivery of expected outputs and outcomes.
- Proven ability to build and develop sound project management plans to achieve long and short term objectives.
- Strong communication, negotiation and influencing skills in building effective and optimal relationships with external stakeholders.
- Minimum of 5 years of working experience in a similar leadership, management and technical positions in the private or public service sector

SKILLS /COMPETENCIES

Technical Skills /Competencies

- Construction Management
- Project planning and implementation management.
- Contract and Contractor management.
- Process design, monitoring, evaluation and analytical skills
- Report writing and analytical reviews of reports
- Risk identification, analysis and mitigation management.
- Work scheduling and planning
- Problem solving and analysis
- KPI Dashboard reviews and improvement planning
- Annual work and budget planning and expense control

Leadership and Management skills/Competencies

- Coaching and mentoring
- Executive Leadership
- Executive Management
- Change Management
- People Performance Management.
- Communications, Presentation and Negotiations.
- Conflict resolutions
- Strategy Setting, planning, implementation and reviews.
- Continuous Improvement Culture
- High Performance Culture.

KEY RESULT AREAS

- Delivery of project outputs and outcomes in a timely manner and within cost and quality expectations.
- Leading and Managing people performance to deliver high performance and professional standards
- Fit for purpose design and effective processes, tools and systems.
- Safety of SW assets and the project team.