

Job Description NAWEC

Position	Group Corporate Services Director NAWEC
Role Summary	Provision of key shared services across NAWEC
Reporting Relationships	Reports directly to Group Managing Director but works closely with all divisions in the provision of a range of shared services
Duties and Responsibilities	<ul style="list-style-type: none"> - Contributes to the development of overall NAWEC Group Strategies - Develops and maintains strategies and plans for the various disciplines under Corporate Services viz:- <ul style="list-style-type: none"> o Information Technology o Legal o Facilities- Property & Transport o Public Relations and Communications o Health & Safety, Security and Environment - In conjunction with strategies and plans, develops annual budget and reports on variances from that budget - Develops service level agreements with NAWEC Divisions to deliver efficient and effective shared services for Internal Customers - Ensures creation and sustainability of an appropriate organisation for Corporate Services staffed by well trained well motivated personnel. - Develops performance management environment driven by performance indicators from Business Plans. - Leads change programme in Corporate Services and communicates systematically with all stakeholders
Requirements and Qualifications	<p>Must have a recognized Professional 3rd Level Qualification. A Masters qualification especially in business or economics would be an advantage.</p> <p>10 years post-graduation working experience with at least 5 years in a Senior Position in a company of similar scale and complexity to NAWEC</p>
Competences	
Competency	Detail
Strategy Development	Understands the exigencies of a developing and changing Electricity & Water Industry and facilitates the development of NAWEC's Vision, Values and strategic plan
Planning Information	Appreciates that "what gets measured gets done" and facilitates the production of timely and accurate Corporate Management information with respect to key plan deliverables
Business Planning	The capacity to develop a Vision and Business Plan for Corporate Services that reflects corporate strategies and financial realities
Team Building	Ability to build strong Corporate Services Teams in IT, Legal, Facilities-Transport & Property, Public Relations and Communications, Health

	&Safety ,Security & Environment and to motivate them to deliver Divisional Business plan and vision
Complexity Management	Ability to manage a range of contrasting disciplines and to facilitate Managers in achieving their objectives
Leadership and Management	Inspires team by articulating divisional vision , leading by example and supporting Corporate change initiatives
Professional Knowledge	Maintains constant self-improvement by staying up to date with developments in IT,Legal,Property & Transport, Public Relations and Communications,Health &Safety,Security and Environment .
Results and Performance	The ability and drive for achieving and surpassing targets and achieves this by division Business Plan monitoring, active delegation of authority and proactively developing a Performance Management regime for Corporate Services staff
Systems	The ability and drive to harness information technology to assist Corporate Services in solving its system issues
Product Knowledge	Understanding how the electricity and water businesses work through their entire value chains
Staff Development	Grasps the strategic force of a well trained and developed workforce and their potential in achieving the Company vision
Analytical Skills	The ability to visualise, articulate and solve both complex and uncomplicated problems and make decisions that make sense based on all available information
Stakeholder Management	Is sensitive to the importance of stakeholders, their identification and development of appropriate responses
Negotiation Skills	The ability to persuade, influence and explore positions and alternatives to reach outcomes that will gain the acceptance of all parties
Financial Acumen	The ability to apply a broad understanding of financial principles and other quantitative information to ensure decisions are fiscally responsible and budget sensitive