



JOB DESCRIPTION

Construction Superintendent Scaffolding

NFXP Onshore Project

Major Projects Group

Job Description - Construction Superintendent Scaffolding

Part A: Job Specification

Job Purpose

The Scaffolding Superintendent position provides NFXP Onshore Project oversight to the EPC Contractor and its sub-contractors on all scaffolding operations during construction, mechanical completion, commissioning, dismantle and startup to ensure compliance with NFXP Project SHES requirements.

Position provides additional specialist support to the NFXP Onshore Project during lifts, rigging and outsize transportation requirements.

The role provides guidance and leadership in the development and use of 'best practice' standards for scaffolding, rigging, and lifting operations for scaffolding on the Project.

The position is responsible to lead NFXP Onshore Project efforts to address with the EPC Contractor and its sub-contractors the two primary risk factors to health and safety in onsite construction: 1) working at heights; 2) material lifting and movement of overhead loads.

The Scaffolding Superintendent will liaise with Contractor and Sub-contractor scaffolding and lifting groups to ensure all associated activities during construction, mechanical completion, commissioning, dismantle and startup are in full compliance with NFXP Onshore Project procedures.

Reporting and Relationships

- Reports to: Construction Head.
- Internal**
- Supports Construction and SHES
- External**
- Good relationships with Asset and Share holders, assets

Job Context & Major Challenge(s)

The Scaffolding Superintendent will be responsible for all the Scaffolding erection, materials works for construction activities on a Mega NFXP Onshore Project.

Responsible for safety, quality, cost and schedule in his area of responsibility and supervise relevant construction personnel. coordination and monitoring the delivery of materials and site workfronts including all areas/laydown sequence with all the EPC contractor

- Must be able and willing to do multi tasking, working in all areas, working longer hours if required to complete a specific job.

Financial Dimension

- N/A

Generic Accountabilities – All Employees

- Safety Health & Environment**
 - Ensure all activities are undertaken in compliance with Company Safety, Health and Environment and Quality policies, regulations and standards.

- Qatarization Program**
 - Contribute to the development of Qatari employees. This accountability is a condition of employment for expatriate employees.

- Firewall Compliance**
 - Ensure all activities undertaken comply with anti – trust and competition laws and the Company firewall policies and procedures.

Key Job Accountabilities
<p>Key Result Areas:</p> <ul style="list-style-type: none"> • Timely mobilization of EPC Contractor, ensuring full compliance to NFXP Onshore Project requirements. • Safe and timely completion of scaffolding to support all EPC activities. <p>Operating Environment, Framework and Boundaries:</p> <ul style="list-style-type: none"> • Works in a Project environment in which the incumbent strives to achieve best in class Safety, Health, Environmental & Security performance by creating a culture that encourages every one to perform their best every day on every task. • Works in a highly visible Project environment with large capital expenditures and significant schedule execution pressures. • Works effectively within established policies and procedures, and participates in the further development of these to meet changing needs. • Works in a dynamic team environment that has high expectations for flawless Project execution in safety, quality, cost and schedule performance, which requires the incumbent to demonstrate accuracy, initiative and the ability to multi-task as essential skills. • Demonstrates willingness to tackle a variety of tasks in response to evolving business needs. <p>Communications and Working Relationships:</p> <ul style="list-style-type: none"> • Interfaces among various Project teams and departments on issues relating to the position. This interface requires effective communication, initiative, flexibility and an ability to induce collaboration. • Exhibits team leadership skills, integrity, interpersonal understanding, and self-confidence. • Leads by example and demonstrates the highest level of integrity in dealings with all parties. • Effective team player who collaborates well with others. <p>Communicates concisely in written and verbal context; prepares high quality written documents including e-mails.</p> <p>Problem Solving/Complexity:</p> <ul style="list-style-type: none"> • Utilizes a systematic approach to problem solving that ensures accuracy, timeliness and quality of documentation in resolution. • Manages complex tasks to completion within time constrains of Project, with minimal guidance from more experienced staff. <ul style="list-style-type: none"> • Manages the resolution of problems in more demanding and less familiar situations using precedent and own acquired knowledge.

Key Job Accountabilities

Decision Making Authority and Responsibility:

- Makes decisions and solves problems related to a specific discipline/field.
- Establishes credibility with peers, sub-ordinates and supervisors.
- Exercises judgment in making decisions; knows when to seek advice. Understands organizational authority and seeks appropriate line management approvals.

Knowledge Skills and Experience:

- Fifteen (15+) years broad experience in all project phases, i.e. engineering, lifting and construction. Will have at least ten (10) years specific involvement in project execution.
- Good technical and supervisory skills associated with All types of Scaffolding.
- Worldwide experience with EPC Contractors, construction sub-contractors and site vendors in particular those EPC Contractors involved in the construction of onshore production facilities.
- Proven Management and leadership skills.
- Strong teamwork, facilitation, with the ability to communicate and interact at all levels of the organization.
- Ability to work with diverse cultures to obtain world class performance.
- Middle East region experience preferred, with recent experience (last 5 years) on Qatargas Projects and working in Ras Laffan Industrial City
- Able to work multi task including piping, scaffolding, Lifting and Equipment erection. Also willing to take additional work and roles including extended hours if required to complete the job.
- Field based role; Liaises with members of the NFE Onshore Project, EPC Contractor and its Sub-contractors
- Audits the project ScafTag System; Monitors and audits the EPC Contactor and its sub-contractors scaffolding program including training assessment for compliance to NFE Project requirements.
- Provides Project input to EPC Contractor's Scaffolding Contractors' and Sub-contractors' pre-qualification program which includes qualification visits and audits of related policies, procedures and training, and competency management systems.
- Provide Onshore PMT focal point for resolution of scaffolding problem/ issues on site.
- Ensures inspection records and trained and qualified scaffolder's records are kept on file also review engineered scaffolding drawings.
- Monitors the skills development of Contractor / Sub-contractor scaffolding/ rigging personnel.
- Assists in strategy development to capitalize on trends identified from SHES data.
- Establishes strong SHES networks across all contracting levels of the project.
- Demonstrates a strong leadership commitment through the support of tangible Contractor safety practices that will be utilized during each phase of the project.
- Plans and implements field strategies to monitor the effectiveness of Onshore Project safety campaigns and hazard management programs through personal leadership.
- Provide guidance to Contractor with regards to deficiencies found in PTW's, JSA's, Method Statements, lifting plans etc. during audits, reviews, inspections, walkthroughs etc.

Part B: Person Specification – Minimum Requirements

Knowledge and/or Experience

- Minimum fifteen (15) years’ experience and ten (10) years’ experience project execution
- Experience in major Construction Projects (including brown-field work) with total capital expenditure >USD\$1B
- Recent experience (last 5 years) on Qatargas Projects and working in Ras Laffan Industrial City is a plus

Technical and Business Skills

- Excellent written and verbal communication skills with English proficiency.
- Ability to review and comment on technical documents
- Good interpersonal skills
- Must be able to review scaffold structures with P.E. to work issues for safe scaffolding.

Behavioural Competencies

SHE Understanding (4)	Quality/Quantity of Work (4)
Ethics and Integrity (4)	Planning and Organizing (4)
Trust and Empowerment (4)	Initiative/Commitment (4)
Teamwork/Supporting Others (4)	Interpersonal Skills (3)
Communication and Information Sharing (3)	Service Orientation (3)
Innovation (3)	Problem Solving (4)
Job Knowledge (4)	Supervising and Coaching Others (4)

Reviewed by : Head of Compensation & Policy

Approved by : Human Resources Manager

Signature : _____
Date : _____

Signature : _____
Date : _____

Agreed by : Department Manager

Signature : _____
Date : _____