



JOB DESCRIPTION

Offplot Construction Division Manager North Field South Project (NFS)

Major Projects Group

Job Description - Offplot Construction Division Manager

Part A: Job Specification

Job Purpose	<ul style="list-style-type: none"> • Responsible and accountable for all the LNG Offplot Construction activities pertaining to the scope in Civil, Mechanical - LNG piping, Static, Rotating, package equipment and its related E&I works. • Also responsible for NFS Offplot from detailed engineering in line with construction / Completion Sequence and LPG Tank preservations • First located at PMT home offices for a period of about 12 months, then on Site to supervise the execution of all site activities ensuring flawless transition with the pre-commissioning activities. • Reports to the NFS Project Manager – Offplot & Interface and will have full delegation to undertake all works, activities and coordination pertaining to construction. • Interacts directly with its counterpart at EPC Contractor on the premise that both COMPANY and EPC Contractor organizations are “mirroring”. • Coordinated and manages activities of Area Division Manager(s), engineering, commissioning, and completion teams for key activities such as: 3D Model Reviews, Constructability Reviews, Completion Sequence, Advanced Work Packaging. • Coordinates and interacts with the Head of Planning or Planning and Schedule Specialist to keep a close control on the schedule and key Project and Progress Milestones.
Reporting Relationships	<p>&</p> <ul style="list-style-type: none"> • The position reports to the NFS Project Manager – Offplot & Interface. • Fifteen (15) positions reporting to him during execution phase • Above 50 direct reports during EPC Offplot construction activities at Site.
Job Context & Major Challenge(s)	<ul style="list-style-type: none"> • Large, “one of a kind”, complex LNG Project. • Large multidiscipline construction scope, quantities and direct man-hours involved. • “Start with end in mind” Project, with the necessity to achieve a smooth and flawless construction execution and transfer to the commissioning team. • Be inventive on construction execution and methods, bring experience from other large and complex projects, in particular LNG piping, tanks, and Offplot E&I activities
Financial Dimension	<ul style="list-style-type: none"> • Related to his area of responsibility and delegation of authority.

Generic Accountabilities – All Employees

- Safety Health & Environment – QA-QC**
 - Fully accountable to ensure that the works within its area are executed in strict compliance with Qatargas Policy and Project SHES instructions as per the sections 2 and 7 of the Exhibit 5.
 - Visible to the EPC Contractor and to the Team as far as Safety Driven Behaviours and Attitudes are concerned.

- Qatarization Program**
 - Contribute to the development of Qatari Employees including for engineers that could be assigned and reporting to the position.

- Firewall Compliance**
 - Ensure all activities undertaken by the EPC Contractor fully comply with anti – trust and competition laws, as well as Qatargas firewall policies and procedures.

Key Job Accountabilities	
1.	<p>Dimensions: Senior Construction Manager.</p> <p>Location: PMT Main Offices then Ras Laffan City – NFS Onshore EPC Site Offices.</p> <p>Expected Duration: January 2023 through 2nd train hand over.</p> <p>Other: Flexibility for business trips and relocation to Site at the earliest.</p>
2.	<p>Key Result Areas:</p> <ul style="list-style-type: none"> • Responsible and accountable within his area to review and approve Construction Execution and related procedures, specifications and deliverables prepared by the EPC Contractor. • Leadership and “work as a team” behaviour and attitude towards EPC Contractor as well as its Subcontractors to achieve Project objectives. • Visibility to the Team in particular during the detailed design and engineering phase to influence on the technical decisions so as to achieve a flawless construction execution and transition to commissioning.
3.	<p>Operating Environment, Framework and Boundaries:</p> <ul style="list-style-type: none"> • Works in a large fully integrated but complex Project environment in which the incumbent strives to achieve best in class Safety, Health, Environmental & Security performances by creating a culture that encourages everyone to perform their best every day on every task. • Working in a highly visible Project environment with large capital exposure for EPC Contractor, its Vendors and Subcontractors. • Working with an EPC Contractor organized as a Joint Venture that require additional skills to ensure that the EPC Contractor JV Directorate serves the interests of the Operating Centres that will require a close coordination and interaction with the EPC Project Manager and the Area Division Manager(s).

Key Job Accountabilities

- Working effectively within established procedures and participates in all important meetings and workshops (e.g. weekly and monthly meetings, 3D Model reviews, Constructability and Completion Reviews).
- Works in a dynamic but multiple locations team environment that has high expectations for flawless Project Execution in safety, quality, cost and schedule performances, which requires the incumbent to demonstrate capacity to take workload, work with accuracy, take initiatives, be inventive and have the ability to multi-task as essential skills.
- Demonstrates willingness to tackle a variety of tasks in response to evolving Project needs.

4. Communications and Working Relationships:

- Strong communication and interaction with others skills, concise in addressing and reporting on issues pertaining to his area.
- Managerial and leadership skills bringing the EPC Contractor and the various stakeholders to work as a Team driven by the same objectives.
- Strong team leadership and collaboration skills, integrity, interpersonal understanding, self-confidence, and fairness.
- Strong ability to influence others who are not in his direct control to achieve Project objectives.

5. Problem Solving/Complexity:

- Undertakes complex tasks and acts as a source of guidance to the Team and Stakeholders – bring solution and provide support but not generate “micro-management” or unnecessary works to the Team and/or the EPC Contractor.
- Ability to identify problems quickly and determine root cause and develop plan to mitigate or resolve them.
- Ability to utilize a systematic approach to problems solving that ensures accuracy, timeliness and quality of documentation that supports the resolution.
- Takes initiative, based on experience to deliver timely results.
- Be inventive, in particular when at Site, to bring technical and execution solutions that favour a safe, but flawless construction execution and transition to commissioning activities.

6. Decision Making Authority and Responsibility:

- Full autonomy and initiative however accountability over scheduling and planning of the works within his area.
- Organizes and drives efforts of the Team and Stakeholders to achieve Project objectives.
- Exercises judgment in making decisions; knows when to seek advice. Understands organizational authority and seeks appropriate line management approvals as required.

7. Knowledge Skills and Experience:

- Minimum twenty-five (25) years of experience with management and execution of construction works, either as a client or as a contractor.
- Demonstrates sound written and verbal communication skills with the ability to communicate at all organizational levels, in particular when at Site.

Key Job Accountabilities
<ul style="list-style-type: none"> • Experience with major and first tier EPC Contractors, Sub-contractors and Vendors involved in the oil and gas industry. • Demonstrates ability and sensitivity to work with people from a variety of cultural backgrounds. • Capabilities to take workload and meet deadlines.

Part B: Person Specification – Minimum Requirements

Knowledge and/or Experience

- More than twenty-five (25) years in Project Execution, with a strong background in construction and management of large Green and Brown field construction activities.
- Proven experience with Advanced Work Packaging (AWP) methodology and systems completion management and associated databases.
- Experience with multi-cultural type Projects.
- Experience with LNG Projects.
- Experience in RLC

Technical and Business Skills

- Technical background as a discipline engineer and experience as a Project Engineer, Field Engineer, Construction Superintendent or Manager with solid Project Execution experience.

Behavioural Competencies

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

Reviewed by : Head of Compensation & Policy

Approved by : Human Resources Manager

Signature : _____
Date : _____

Signature : _____
Date : _____

Agreed by : Department Manager

Signature : _____
Date : _____