



JOB DESCRIPTION

Head of Environment

NFS Onshore

Major Projects Group

Job Description Environmental Head

Part A: Job Specification

Job Purpose

- Provide Environmental and Regulatory direction, guidance and leadership to NFS Onshore EPC PMT and CONTRACTOR(s) for fieldwork across all EPC Packages.
- Perform oversight of CONTRACTOR(s) and effectively manage a team of Environmental Specialists and/or Leads to ensure compliance with all Project, Qatargas, RLIC and MME Environmental requirements.
- Take the lead in the site implementation and verification of the NFS Onshore EPC Environmental Plans & Procedures, MME Consent to Construct (CTC) and Environmental Permitting requirements through clear planning, formal communication and interface between all involved parties.
- Support the NFS Onshore EPC CONTRACTOR(s) in the preparation for site mobilization and to provide expert Environmental advice and guidance to all PMT and CONTRACTOR Project Area Division Managers, and disciplines during all phases of the Project, to achieve the Qatargas Mission to protect its people, assets and environment.
- Manage the relevant elements of the Project SHES Management system, its procedures and programs and ensures the effective and efficient implementation of risk control and mitigation measures at site in accordance with the requirements stipulated in the Contract Exhibit 5, Appendix III, SHES Instructions Part 1 to 5, with a particular focus on Environmental requirements.

Reporting and Relationships

Reports to NFS Onshore SHES Manager Shared Resources.
Direct Reports: Environmental Specialist(s) / -Leads

Internal

- Contact with relevant Qatargas Operations, QG EARD and Major Projects group as and when required, and frequent interfaces among various NFS Onshore PMT project teams and departments on issues relating to the position. This requires effective communication, initiative, flexibility and an ability to induce collaboration.
- Manages NFS Onshore COMPANY Environmental Specialists/Leads at site during EPC phase and coordination of functional support from NFS Onshore specialist SHES functions.

External

- Interface with CONTRACTOR Management and its SUBCONTRACTOR(s), Suppliers and Vendors, in Environmental related matters on the premise that both COMPANY and CONTRACTOR organizations are interacting.
 - Contact and interface with external parties, e.g.: Ras Laffan Industrial City (RLIC) including HSSE as well MME as required.
 - Contact with Shareholders including Qatar Petroleum (QP), Third Party contractors, vendors and service providers, as required.
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Job Context & Major Challenge(s)

- Supports the SHES and Project Management in terms of Environmental requirements (including Project, Qatargas, RLIC and MME) for a large, “one of a kind” LNG Plant including associated facilities and infrastructures comprising of 4X7.8MTPA process trains, as well as large and complex utilities and off-sites.
- Coordinates across multiple, large EPC Contracts – in particular with the “pool” SHES Team - to ensure alignment and proper reporting to the organization, including Major Projects Group, Stakeholders (e.g. Qatargas EARD, RLIC and MME) and Shareholders.
- Coordinates pooled, functional resources for the management and site implementation of Environmental requirements throughout the project duration and collaborates with relevant departments, Area Division Managers and disciplines to protect the environment and ensure regulatory compliance.
- Ability to work in a multi-faced/ multi-national organizational matrix with a variety of working relationships/ interfaces. Senior level position with broad technical and Environmental skills with working knowledge of project management.

Financial Dimension

As defined for this job level in the Table of Financial Authority and/or approved budget.

Generic Accountabilities – All Employees

Safety Health & Environment

- Ensure all activities are undertaken in compliance with Qatargas and NFS Onshore Safety, Health, Environment and Security (SHES) 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	
1.	Supports the NFS Onshore EPC project in all Environmental and Regulatory related matters. Shall be flexible and team-orientated. Act as the key focal point for all Environmental compliance field issues.
2.	Lead the approval process for all Government and RLIC issued permits on behalf of the project in close collaboration with QG EARD, ensuring this is conducted in a timely fashion to avoid any delays to project schedule.
3.	Manages the onboarding of EPC CONTRACTOR, Subcontractors and Vendors to site across all EPC packages, ensuring all relevant Environmental requirements are met prior to the start of site works. Helps to ensure compliance to the CTC requirements and conditions, and monitors the implementation of the Environmental Action Plan (EAP).
4.	Champion on-site environmental awareness with CONTRACTOR and among PMT. Regular attendance of Tool-Box Talks (TBT) and Task Instructions (TI), providing coaching and leadership to CONTRACTOR and its SUBCONTRACTOR(s) in terms of environmental issues.

Key Job Accountabilities	
5.	Provide oversight and guidance for site Environmental and Regulatory compliance and performance during project fieldwork including compliance to RLC and MME regulatory requirements.
6.	Review and approve all Environmental related plans, procedures and implementation plans to ensure full compliance to the relevant Project, Qataragas, RLC and MME requirements. Ensure regular reporting is made by CONTRACTOR and SUBCONTRACTOR(s) in terms of environmental issues as well as external reporting where required.
7.	Coordinate Environmental site resource planning, assignment, oversight and performance reviews across all EPC Packages. Provide mentoring and promote development of COMPANY and CONTRACTOR Environmental personnel.
8.	Use networking, influencing skills, negotiation skills, and technical knowledge to help establish direction and culture for the NFS Onshore project EPC construction site. Support and promote the project Observation & Intervention program and the Incident and Injury Free (IIF) program.
9.	Participate in relevant site environmental reviews, walkthroughs and audits as required. Participate in Environmental assessments and inspections, including facilitation of inspections by RLC Environmental Department when required. Manage the development of environmental campaigns such as World Environment Day, Beach Clean-up, Housekeeping etc.
10.	Advise SHES Manager Shared Resources and EPC Package SHES leadership on all environmental compliance matters and keep management abreast on emerging global environmental issues, allowing them to review and determine what, if any, impact they have on the project. Ensure the continual improvement of the CONTRACTOR Environmental management system. Pro-active identification of negative trends which requires corrective action and remediation.

Part B: Person Specification – Minimum Requirements

Qualifications	<ul style="list-style-type: none"> • Environmental Science or Engineering Degree (BSc, MSc) or equivalent. • ISO 14001 Lead Auditor.
Knowledge and/or Experience	<ul style="list-style-type: none"> • Minimum of ten (10) years industry relevant Environmental experience. • International project experience with Tier-1 EPC Contractors or Client, involved in the construction of onshore production facilities (i.e. greenfield and brownfield work). • Sound knowledge of the project execution process in large-scale project environments (expenditure >US\$ 1 Bn).
Technical and Business Skills	<ul style="list-style-type: none"> • Leadership skills. • Excellent verbal and written English skills; confident and clear presentation development and delivery. • Able to cope with excessive workload. • Be inventive to bring new ideas, methods and procedures to meet Project objectives. • Strong teamwork, facilitation, with the ability to communicate and interact at all levels of the organization • Ability to work with diverse cultures to obtain a world-class SHES performance. • Creates high quality and accurate output in a timely manner. • Team player who can effectively collaborate within Project Teams and with external parties. • Able to identify and analyse complex issues and provide recommendations.

- Establishes and sustains credibility with peers, subordinates and supervisors.
- Takes responsibility for own work products and can perform at high level without supervision.
- Computer literate, familiar working with Microsoft office applications.

Behavioural Competencies

SHE Understanding (4)	Quality/Quantity of Work (4)
Ethics and Integrity (4)	Planning and Organizing (4)
Trust and Empowerment (4)	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 and Coaching Others (4)