



Performance Manager (M/F)

About Neoen

Neoen is one of the world's leading and fastest growing independent producers of exclusively renewable energy. Neoen has over 4.1 GW of solar, wind and storage capacity in operation or under construction in Australia, France, Finland, Mexico, El Salvador, Argentina, Ireland, Jamaica, Mozambique, Portugal, and Zambia. The company is also present in Croatia, Ecuador, Sweden and the USA. Neoen's flagship assets are France's most powerful solar farm (300 MWp) in Cestas, and the world's largest lithium-ion power reserve (150 MW / 193.5 MWh storage capacity) in Hornsdale, Australia.

A player in the fight against global warming and the energy transition, Neoen's mission is to design and implement the means to produce the most competitive renewable electricity, sustainably and on a large scale. As a responsible company whose long-term vision is reflected in a strong and sustainable growth strategy, Neoen is targeting more than 10 GW capacity in operation or under construction by end of 2025.

Neoen (ISIN Code: FR0011675362, ticker: NEOEN) is listed in Compartment A of the regulated market of Euronext Paris. For more information: www.neoen.com

Since 2012, Australia has been a key territory for Neoen. We have developed more than 2,000 MW of wind power, solar and storage projects. In 2014, the government of the ACT (state of Canberra) granted Neoen the major part of the capacity at stake in its tender process: the wind power project of Hornsdale, which increased to a capacity of 309 MW. These were the first steps in the establishment of Neoen in South Australia and was reinforced by the addition of the Hornsdale Power Reserve (100MW) in 2017 and its expansion in 2020 (bringing the capacity to 150MW). We are also present in Western Australia, New South Wales, Victoria and Queensland:

- WA: supply of off-grid electricity to a mine with a hybrid (solar/battery) plant
- NSW: 5 solar farms
- VIC: 1 solar farm, 1 windfarm being currently commissioned and 1 battery (that will be one of the world's largest batteries with an installed capacity of 300MW/450MWh) under construction.
- QLD: 1 solar farm (460MWp) and 1 wind farm (157MW) both under construction.

We have offices in Sydney and Canberra. The Canberra office hosts our Asset Management, Finance and 24/7 Operations Control Centre (OCC) teams.

Role purpose

Our **Asset Management Department** is looking for a **Performance Manager** for the team based in Sydney and reporting to the Head of Asset Management – Australia.

You will be a confirmed performance manager, with high standards and attention to details, motivated to coordinate and support Asset Managers, as well as coordinate with other Managers (Operation Control Centre, Competence Centre, Development, etc.) to deliver performance improvements with regards to specific asset-related or cross-functional projects.

While managing such improvement projects as delegated or directly, you will actively contribute to business and cultural improvement initiatives (ie embed an improvement mindset across all levels of the business) and encouraging team members to participate and identify barriers to goal achievement.

You will have the responsibility to identify, design, and deliver sustainable solutions enabling improved performance (MWh and \$), while maintaining compliance. This will include:

- Going through in-depth reviews of assets past and present performance to identify or characterise potential production losses /risks affecting performance vs the asset expected performance (Business Plan)
- Working with the Head of Asset Management and relevant Asset Managers to fully understand all processes and tools used along the construction and operation cycle
- Supporting the delivery of better value and greater efficiency through the identification and elimination of unnecessary losses within operation processes and identification of better ways to avoid or reduce such losses
- Providing strategic and operational support to managers through continuous improvement initiatives resulting in OPEX reduction or revenue increase vs necessary Capex investment, based on the return-on-investment approach
- Leading and facilitating process improvement-based workshops to drive ideas and solutions. Proactively auditing systems (performance and compliance monitoring, bidding procedures and guidelines, etc.) to find improvement opportunities
- Leading, assisting and supporting the development & implementation of new and modified systems (performance monitoring and reporting) and tools, along with documenting all aspects of the associated improvement projects.
- For some improvement/enhancement/change initiatives, driving the project to completion. This involves, upon joint decision with the Head of Asset Management and the relevant Managers, taking full ownership of such projects from evolution/efficiency identification through to project delivery in line with internal governance and controls
- Ensuring the business impact and project objectives/dependencies arising from new improvement ideas and projects are identified, reported on and addressed
- Reviewing and monitoring the risks, from the project definition to its completion, to foresee/identify potential problems and proactively identify solutions to address in advance.
- Identifying trends and process variations as part of establishing a continuous improvement monitoring system
- Devising new support material based on the revised processes, to include training, reporting and systems enhancements
- Completing post implementation reviews to ensure successful delivery has been achieved and to build on experience for future projects
- Interacting constantly with Neoen Competence Center globally in order to identify improvement opportunities, provide feedback on implemented initiatives, and formalize best practices applicable to Neoen's asset in the region and worldwide

Candidate profile

The candidate will need the following skills and experience to succeed in this role:

- Graduate or post graduate degree in engineering, with at least 5 years of experience in the power generation, or any other relevant industries (such as process industry) in a Business Excellence/Continuous Improvement/Operational Excellence role
- Ideally, you have a certification in Lean Six Sigma and you are familiar with the standard improvement methodologies (theory of constraints, lean thinking, box theory, TPS...)
- You are autonomous and have a can-do attitude, excellent communication skills and able to work in a dynamic work environment
- You have the ability to engage effectively with stakeholders across the business from operations to board room
- You are a strategic thinker and have the willingness to challenge status quo
- You are a proven team member who can maintain effective and harmonious working relationships with colleagues and external stakeholders
- You have a passion for learning and personal growth, with meaningful focus on industry developments
- You have the ability to cope and work with disruption and adapt to changing priorities
- You have excellent general engineering problem-solving skills and some experience in equipment/systems maintenance
- Your English is fluent (written and spoken)

Conditions

Permanent contract

Based in Sydney

Starting date: as soon as possible

Please send your application to Clément Viaud, Head of Asset Management – Australia
clement.viaud@neoen.com