



Interim Managing Director

Job Description and
Person Specification

JOB DESCRIPTION AND PERSON SPECIFICATION

<p>Job title: Interim Managing Director - CCR Energy Ltd</p>	<p>Directorate: CCR Energy Ltd</p>
<p>Section: CCR Energy</p>	<p>Reporting to: Board of CCR Energy Chief Executive, CCR</p>
<p>Remuneration: £118,846</p>	<p>Hours per Week: Full time</p>
<p>Duration: Fixed-term to 31 March 2027</p>	<p>Number of Employees Reporting to Post: 15-20</p>
<p>Special Conditions: Casual Car User. Full and valid driving licence and use of own car would be an advantage. Occasional weekend and evening working may be required.</p> <p>This post is politically restricted in accordance with the Local Government and Housing Act 1989 (as amended by Local Democracy, Economic Development and Construction Act 2009).</p>	<p>Location of post: The office location of this post will be the former Aberthaw Power Station however home local/field working will be a requirement of the role. Agile working is a key feature and expectation of this role.</p>



Overview:

In March 2022, CCR acquired the 489-acre decommissioned coal-fired power station from owners RWE, comprising 187 + acres of gross developable land, once demolition and remediation complete, including two national grid sub-stations, an operational railhead and valuable ash mound with the objective to develop a green energy and data campus. The acquisition of the site recognised the role of the public sector as a long-term patient investor, a good custodian of the asset and the part CCR can play in contributing to domestic energy capability.

CCR Energy Limited (“CCR Energy”) was registered as a private company limited by shares, incorporated in England and Wales under the Companies Act 2006 on 3 March 2022, and was established on behalf of the 10 Local Authority councils of the Cardiff Capital Region to acquire the Site. This included the subsequent demolition, remediation, master planning and ultimate redevelopment into a low carbon energy destination.

The project is a significant one that has already attracted early-stage partnerships and planned collaborations with companies and institutions ranging from research institutes to foreign investors and listed energy companies. The initial investment of circa £40M from CCR, will need to be met with further significant investment, which will require the capability of an Interim MD who is adept at collaboration, and display commercial acumen and balance the social, sustainability and economic mission of the CCR with the ability to monetise a significant asset of national and prospectively, international importance.

Job Purpose:

This high-profile role will perform an important function in influencing public, political and commercial confidence in this transformational project. The MD’s principal responsibility is running the business of CCR Energy Ltd, leading the senior team, reporting to, and liaising with the Board and Shareholder and leading the day-to-day operations, in line with the agreed Business Plan and commercial objectives agreed by the SEW Corporate Joint Committee. The MD is responsible for executing strategic direction, ensuring assets and risks are managed correctly and activity is undertaken in accordance with the company’s articles of association, rules and the law.

The MD will develop strong investor relations and investment prospects, in order to create the conditions for investment that will ultimately be needed to achieve the objectives of a Strategic Masterplan.

The post holder will leverage and maximise the range of opportunities and future options for the site’s comprehensive re-development as a UK-exemplar Low Carbon Energy Destination that creates opportunities for sustainable jobs, growth and investment and provides returns to its shareholder that can be reinvested in developing evergreen potential.

Principal Duties and Responsibilities:

- 1.To lead development and delivery of CCR Energy Ltd's business plan and master plan, resulting in sustainable growth and long-term commercial prospects.
- 2.To inform and shape a strong reputation for CCR Energy, ensuring it is recognised by peers, government bodies and wider stakeholders, as a competent, purposeful outfit.
- 3.To oversee and be the senior responsible officer for the significant set of legal, regulatory and health and safety matters associated with the remediation and comprehensive redevelopment of a former coal-fired power station, ensuring all relevant safeguards are in place and frequently monitored and reviewed for compliance.
- 4.To be accountable to the Board of CCR Energy in all matters of policy, strategy and delivery, ensuring highest standards of governance, and keeping the Board up to date with all material considerations, working particularly closely with the Chair and Vice Chair of the Company.
- 5.To advise the Board and members of the SEWCJC on prospects, development opportunities, future initiatives and investment potential.
- 6.To oversee, end-end the large-scale comprehensive redevelopment process including the total demolition of the current site infrastructure, which is being undertaken by specialist contractors, ensuring full controls, compliance and contributions to local social value creation.
- 7.To leverage the value, potential and capability of the site for domestic energy delivery, developing the partnerships, ventures and deal-brokerage needed to ensure significant investment is secured to turn the site into a contemporary Green Energy Hub.
- 8.To build strong, constructive relationships with a diverse set of shareholders and stakeholders on behalf of members, to build trust and credibility for the company and CCR, leading on advocacy positions – locally with key community stakeholders and nationally and internationally with global partners.
- 9.To authorise all relevant capital and revenue expenditure, in line with the agreed business plan and overseeing the overall CCR Energy budgets, undertaking all relevant statutory reporting in compliance with company law, including areas such as procurement, contract and supplier management.
- 10.To lead and maintain a high performing team, by creating an environment and opportunities for CCR Energy staff to excel in undertaking their responsibilities.

Principal Duties and Responsibilities:

11. To develop discrete business cases, investment proposals and funding business plans to attract the investment needed for specific projects and programmes of activity, such as to leverage the social, economic and commercial value of the 18 million tonnes of Pulverized Fuel Ash, and other assets that require short-term investment readiness, in order to deliver longer-term gain and returns.
12. To ensure that CCR Energy Ltd adheres to HR, financial and legal best practices and applies the highest standards in respect of regulatory requirements, adhering to all relevant policies and procedures, and ensure that all requirements of the companies act around filings, notifications and wider stewardship of a company limited by share are enacted.
13. To proactively develop a range of strategic partnerships, collaboration and public-private ventures with high profile companies, institutions and thought-leading industries, in order to build confidence, momentum and opportunity for the company and region.
14. To undertake any other duties as required by the Board of CCR Energy and the Shareholder, South East Wales Corporate Joint Committee.

Corporate Requirements:

1. To participate actively in supporting the principles and practice of equality of opportunity as stated in CCR Energy's Equal Opportunities Policy.
2. To take reasonable care for the health and safety of yourself and other persons who may be affected by your acts or omissions and to comply with all health and safety legislation as appropriate.
3. To adhere to the company's Corporate Safeguarding Policy or equivalent statutory and associated policies and procedures and to report concerns regarding the safety and wellbeing of children or adults at risk. To support you in this, you are required to access safeguarding training at the level which is relevant to this post.
4. As a term of your employment, you may be required to undertake such other duties and/or times of work as may reasonably be required of you, commensurate with your grade or general level of responsibility within the organisation.
5. Although you will be provided with a base, you will be required to work from various locations in accordance with the needs of the role.

PERSON SPECIFICATION

Job Title: MD, CCR Energy Ltd

The MD must be an experienced professional, demonstrating a track record of successful leadership and reputation management, with these specific skills and experiences:

Leadership: demonstrate purposeful and values-led leadership, and experience of setting strategy agreeing priorities and delegating actions

Strategic thinking: ability to develop and execute a strategy with awareness and understanding of market dynamics.

Facilitation and negotiation: proven skills to influence at executive and board level, the ability to influence debate and discussion and support efficient and effective decision-making.

Advocacy: experience of successfully the political and regulatory processes and energy policy within the UK.

Communication: exceptional and persuasive communicator experienced in being an impactful and inspirational individual with gravitas and authority.

Networking: ability to network with a diverse range of organisations and people, evidence of an established network of key stakeholders and ability to grow it further.

Management: good operational and management capabilities and people leadership.



The person appointed must meet the following requirements

Area to be Demonstrated	Essential Requirements	Desirable Requirements	How Assessed Application Form or Interview or Both
Education and Training	Educated to degree level or equivalent, with demonstrable evidence of continuous professional and personal development.	A relevant professional / managerial qualification. Ability to communicate in the Welsh language, or commitment to learn	Application Form and Certification where required
Experience / Knowledge	<p>Successful and respected leader with a track record of working at C suite or executive board level – in either the public or private sector.</p> <p>Significant experience of engaging with leading developers, investors, businesses and universities to secure financial and place value.</p> <p>Significant experience in leading and managing complex and multi-stakeholder programmes at every stage of the project lifecycle.</p> <p>Experience and knowledge of working at a senior level in the energy, infrastructure or development fields.</p> <p>High degree of politically sensitivity and experience of dealing with a range of complex issues and shareholders with often different agendas.</p>	<p>Established senior leader, with five years' experience in a board level position.</p> <p>Knowledge of sustainable development initiatives.</p> <p>Experience of a range of commercial enterprises and investment funds and scenarios.</p> <p>Demonstrable experience of operating successfully within a multi-stakeholder environment, developing effective partnerships, and delivering lasting change and improvement</p> <p>Proven ability in relation to delivering shareholder value and benefits.</p>	Application Form and Interview
Skills and Abilities	Ability to think and act strategically, developing practical, innovative, and creative solutions to the management of issues and complex problems.		Application Form and Interview

The person appointed must meet the following requirements

Area to be Demonstrated	Essential Requirements YOU MUST DEMONSTRATE THAT YOU MEET THESE REQUIREMENTS	Desirable Requirements YOU DO NOT HAVE TO MEET THESE REQUIREMENTS BUT IF YOU DO, PLEASE TELL US	How Assessed Application Form or Interview or Both
Skills and Abilities	<p>Ability to demonstrate a sophisticated understanding of risk and develop a 'risk-wise' culture.</p> <p>Ability to identify opportunities to improve business outcomes through partnership at all levels.</p> <p>Well-developed management skills, with the ability to build and lead teams.</p> <p>Financially literate and shows high levels of commercial acumen, with a sophisticated understanding of commercially orientated performance and financial management including contract management.</p>		Application Form and Interview
Personal Attributes	<p>Demonstrates a commitment to the vision and values of the organisation, leading by example and supporting others to reach their potential.</p> <p>Demonstrates a positive attitude to new challenges and a willingness to adapt to quickly to change.</p> <p>Commitment to the organisation's Equal Opportunities Policy and recognises, values, and celebrates difference.</p> <p>Strong understanding and exemplification of ESG values.</p>		Application Form and Interview
Special Circumstances	<p>Will undertake other duties and or times of work as may reasonably be required of you.</p>	<p>Full and valid driving licence would be an advantage.</p>	Application Form and Interview