Site Characterisation Delivery Partner

Role Profiles and Job Specifications

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Introduction

A key part pf the SCDP procurement will be the core leadership team that will form the foundation of the SCDP delivery progarmme. This will be the core team that will be assessed and scored through written submission, presentations and interviews as part of the Tender Process.

We have identified some 19 key roles that are fundamnetal to the successful delivery of the Site Characterisation Programme, there are 7 key SCDP Director level roles and 12 key SCDP Subject Matter Expert Roles.

These roles may be filled by the Lead Organisation/JV/Consotium or by a contracted individual who is a sole trader or part of another sub contracted organisation seconded into the Lead Organisation. Irrespective of how they are sourced they will be assessed as if they are part of the Lead Organisation/JV/Consortium. If they are sourced from a sub-contractor it cannot be assumed that that sub-contractor will provide other related services, their role will be subject to a DMA.



Figure 1: Key Roles

Role Profiles

A summary of the role profiles is provided below:

SCDP Programme Director

The SCDP Programme Director is the key leadership role, and they will play a pivotal role in setting the culture and overseeing the planning, implementation and directing the evolution of the SCDP. They are the “controlling mind” responsible for setting the strategic goals, allocating resources, managing budgets and ensuring that the programme aligns with NWS’s objectives. Additionally, they will act as liaison between various organisations, including but not limited to NWS, Architect Engineer (AE), Project Integration Partner (PIP) and Owners Engineer (OE), to ensure effective communication and collaboration throughout the project’s lifecycle. The SCDP Programme Director may be required to be a member of multiple NWS Community Programme Boards.

The SCDP Programme Director is anticipated to have more than 20 years relevant experience and have previously undertaken a role as a Programme Director or Deputy Programme Director on a major Infrastructure or exploration programme of a similar scale and complexity having a background and experience in geosciences or sub surface programmes will be an advantage.

Key skills include demonstrable leadership skills associated with being a genuine, open and competent individual with a strong safety commitment and a deep understanding of the technical nature of the programme and the need to bring together a wide range of skills from multiple organisations. They should have demonstrable and visible safety leadership skills and a focus on quality. In addition, they will be an excellent communicator and collaborator with a strong background in working in Joint Ventures/Consortium with extensive supply chains.

SCDP Project Director

The SCDP Project Director is tasked with delivering and controlling the specific project plans and implementation strategies, schedule, cost, risk and resources. They are responsible for defining project objectives, developing detailed plans, allocating resources, managing budgets and ensuring that the projects align with the programme’s objectives. They will act as the initial single point of contact for stakeholders, providing regular updates on progress, addressing concerns and managing expectations. They will coordinate the project team and resolve any issues during the project lifecycle.

The SCDP Project Director is anticipated to have more than 15 years relevant experience and have previously undertaken a role as a Project Director or Deputy Project Director on a major Infrastructure or exploration programme of a similar scale having a background and experience in geosciences or sub surface programmes may be an advantage.

Key skills include demonstrable leadership skills associated with being a genuine, open and competent individual with a strong grasp of the Project and Programme Management. They should have demonstrable and visible safety leadership skills and a focus on developing, managing, monitoring and reporting on schedules, cost and risk management plans. A critical area will be managing resources, flexing of resources to meet the programme requirements and developing and implementing a succession planning strategy which ensures the programme is resilient to change and develops people and careers over the extended duration of the programme. In addition, they will be an excellent communicator and collaborator with a strong background in working in Joint Ventures/Consortium with extensive supply chains.

SCDP Technical Director

The SCDP Technical Director is responsible for leading, integrating and overseeing the technical aspects of the project. They will develop an integrated technical design that meets the project requirements and ensure that all technical elements are executed efficiently and meet the required technical and quality standards in the most cost-efficient way. They will need to lead the SCDP technical team, assigned SME’s and 3rd party technical resources along with all technical stakeholders including NWS and the AE, to plan and coordinate technical requirements.  The Technical Director will contribute to the budgeting and resource allocations, and equipment and services procurement to meet the programmes need.

The SCDP Technical Director is anticipated to be a professional Geoscientist, have more than 20 years relevant experience and have previously undertaken a role as a Technical Director, Deputy Technical Director or senior manager on a major Infrastructure or exploration programme of similar complexity.

Key skills include demonstrable leadership skills associated with being a genuine, open and competent individual with a strong grasp of the breadth of technical disciplines involved with the programme They should have demonstrable and visible safety leadership skills and a focus on developing and managing clear technical objectives and developing and managing a programme of work that delivers on those objectives. A strong understanding of drilling activities, balancing of technical requirements and risks and maintaining a focus on delivering the overall objectives to the highest standards is fundamental. In addition, they will be an excellent communicator and collaborator with a strong background in working in Joint Ventures/Consortium with technical experts from within the team and an extensive supply chain.

SCDP HSSEQ Director

The SCDP HSSEQ Director is responsible for ensuring the project works to and delivers a safe working environment and complies with all legislative and quality system requirements. They are anticipated to have more than 15 years relevant experience and have previously undertaken a role as a HSSEQ Director or Deputy HSSEQ Director or manager on a major Infrastructure or exploration programme of a similar nature. Having a background and experience in geosciences or sub surface programmes may be an advantage.

Key skills include demonstrable leadership skills associated with being a genuine, open and competent individual with a strong grasp of all aspects of HSSEQ Management. They should have demonstrable and visible safety leadership skills and be a strong leader and advocate for Environmental management, Security and Quality. They will have a focus on developing, managing, monitoring and reporting on Safety, Environmental, Security and Quality plans. In addition, they will be an excellent communicator and collaborator with a strong background in working in Joint Ventures/Consortium with extensive supply chains.

SCDP Commercial Director

The SCDP Commercial Director is responsible for the management of all contracts assigned to the SCDP to manage including but not limited to the Drilling Contractor and contracts that form the ‘NWS Contracted Services’ scope.

The SCDP Commercial Director is also responsible for ensuring that all procurement activities undertaken on behalf of the NWS are undertaken in accordance with NWS procedures and are compliant with Public Sector procurement. It is anticipated they will have more than 20 years relevant experience and have previously undertaken a role as a Commercial Director or Deputy Commercial Director on a major Infrastructure or exploration programme of a similar nature and have experience developing and delivering commercial strategies in a complex environment including a wide range of commercial forms in accordance with Public Sector regulations (or similar e.g. EU Procurement Directives) and governance processes.

Having a background and experience in public sector or regulated procurement such as EU Procurement and a good understanding of various contract forms including but not limited to NEC and UK Oil and Gas Logic forms of contract is essential.

Having experience in geosciences or sub surface programmes may be an advantage.

Key skills include demonstrable leadership skills associated with being a genuine, open and competent individual with a strong grasp of Commercial Management. They should have demonstrable and visible leadership skills and a focus on developing and delivering a wide range of commercial strategies aligned with market norms and appropriate to major and minor organisations, small and niche SME’s, academia and individual experts. They should have a good understanding of a wide range of contractual forms and procurement routes including NEC, Logic and other bespoke forms. In addition, they will be an excellent communicator and collaborator with a strong background in working in Joint Ventures/Consortium with extensive supply chains.

SCDP Operations Director

The SCDP Operations Director is responsible for the successful and safe delivery of the works to be designed, procured and managed by the SCDP (this includes the SCDP Core Scope, Drilling Contractor and all NWS Services Contracts). It is anticipated that they will have more than 20 years relevant experience and have previously undertaken a role as an Operations Director / Project Manager or Deputy on a major Infrastructure or exploration project. Having a background and experience in sub surface exploration programmes offshore and onshore drilling and seismic surveys will be a major advantage.

Key skills include demonstrable leadership skills associated with being a genuine, open and competent individual with a strong grasp of Operational Delivery. They should have demonstrable and visible safety leadership skills and a focus on managing complex field-based projects. A key focus for the Operations Director will be the safe and efficient delivery of land and marine based intrusive and nonintrusive investigations. Direct experience of leading inshore and offshore drilling programmes of a similar scale and complexity is a requirement. A critical area will be managing the drilling contractor and a wide range of service companies and suppliers that will be required to deliver the field operations including the Seismic Surveys and the Drilling and Testing programme, safely, efficiently and to a high quality with minimum downtime and standing time. This will require developing and maintaining a strong team of skilled and experienced site supervisory staff and close working relationships with all the suppliers. In addition, they will be an excellent communicator and collaborator with a strong background in working in Joint Ventures/Consortium with extensive supply chains.

SCDP Mobilisation Director

The SCDP Mobilisation Director is anticipated to have more than 15 years relevant experience and to have previously undertaken a similar leadership role on a major programme of a similar nature and scale.

Key skills include demonstrable leadership skills in managing resources, overseeing the planning, coordination, and execution of the mobilisation phase for large programmes of work. Key responsibilities include ensuring compliance with UK regulations, strategic planning, installing systems and processes, cultural alignment and development, team leadership, stakeholder management, risk mitigation, and budget control. They should have demonstrable and visible safety leadership skills and a focus on developing and managing clear technical objectives and developing and managing a programme of work that delivers on those objectives.

SCDP Resource Lead

The SCDP Resource Lead is anticipated to have more than 15 years relevant experience and to have previously undertaken a similar leadership role on a major Infrastructure or exploration project.

Key skills include demonstrable proficiency in overseeing human resources functions, ensuring that the organisation will attract, develop, and retain top talent to support programme success. Key responsibilities include strategic human resources management, compliance with labour regulations, fostering a positive workplace environment, and aligning HR strategies with business objectives. This role will require exceptional leadership, strong communication skills, and a deep understanding of the unique challenges and dynamics within the drilling and exploration industry.

SCDP Technical Leads

The SCDP Technical Leads will be directly responsible to the SCDP Technical Director. All technical leads will be subject matter experts in at least one aspect of their field of responsibility but will have sufficient knowledge of the breadth of the technical subject to enable them to develop a team/ supply chain of SME and expert organisations and work with other specialist experts and integrate the programme of work into a coherent strategy that meets NWS objectives. The technical leads will work with the SCDP Technical Director to design, specify and execute the works and undertake data analysis, modelling and interpretation of the data. This will require them to have experience in:

* Developing optimum technical designs that meet the statement of requirements (SOR) in the most cost-effective manner.
* Working with other technical specialists to understand and resolve technical conflicts and priorities.
* Developing technical specifications for the procurement of services.
* Understand the technical market in order to identify SME and contractors.
* Supporting the Operations Team in delivering the works.

SCDP Technical Lead – Hydrogeology

The SCDP Hydrogeology Technical Lead is anticipated to have more than 15 years relevant experience and to have previously undertaken a similar leadership role on a major infrastructure or exploration programme of a similar nature. They shall have a geoscience degree with a specialism in Hydrogeology.

Key skills include demonstrable technical leadership skills and an understanding of the breadth of Hydrogeological works including, in situ borehole testing techniques in low and high permeability formations, data analysis, data modelling and interpretation and the development of near field, large-scale local and regional hydrogeological models. They will have excellent communication and written skills and have the breadth of experience and technical understanding to manage internal and supply chain specialist Hydrogeologists.

SCDP Technical Lead – Geochemistry

The SCDP Geochemistry Technical Lead is anticipated to have more than 15 years relevant experience and to have previously undertaken a similar leadership role on a major infrastructure or exploration programme of a similar nature. They shall have a geoscience or chemistry degree with a specialism in Geochemistry.

Key skills include demonstrable technical leadership skills and an understanding of the breadth of Geochemistry and related works, including, in situ borehole testing and sampling techniques in low and high permeability formations, sample management and preservation, standard and niche laboratory analysis, laboratory quality control, data analysis, data modelling and interpretation and the development of large-scale local and regional geochemical models. They will have excellent communication and written skills and have the breadth of experience and technical understanding to manage internal and supply chain specialist Geochemists.

SCDP Technical Lead – Geology

The SCDP Geology Technical Lead is anticipated to have more than 15 years relevant experience and to have previously undertaken a similar leadership role on a major infrastructure or exploration programme of a similar nature. They shall hold a geoscience degree and possess extensive geological expertise.

Key skills include demonstrable technical leadership skills and an understanding of the breadth of Geology and related works, including a sound understanding of UK stratigraphy and structural geology, borehole design, rock coring, core sampling and preservation, core logging, geophysical interpretation, geological data integration, stratigraphical and structural interpretation and reporting. They will have excellent communication and written skills and have the breadth of experience and technical understanding to manage internal and supply chain specialist Geologists.

SCDP Technical Lead – Geophysics

The SCDP Geophysics Technical Lead is anticipated to have more than 15 years relevant experience and to have previously undertaken a similar leadership role on a major infrastructure or exploration programme of a similar nature. They shall have a Physics, Geoscience or Geophysics degree.

Key skills include demonstrable technical leadership skills and an understanding of the breadth of Geophysical exploration planning, acquisition techniques, data processing and interpretation. They shall have experience and understanding of airborne, marine shallow and deeper water), land and transition zone high resolution seismic surveys, both 2D and 3D. They shall also have experience of down hole geophysical logging, VSP, passive seismic survey, data processing and interpretation. They will have excellent communication and written skills and have the breadth of experience and technical understanding to manage internal and supply chain specialist Geophysicists.

SCDP Technical Lead – Geotechnical

The SCDP Geotechnical Technical Lead is anticipated to have more than 15 years relevant experience and to have previously undertaken a similar leadership role on a major infrastructure or exploration programme of a similar nature. They shall have an engineering or Geoscience degree.

Key skills include demonstrable technical leadership skills and an understanding of exploration techniques and analysis. They shall have experience and understanding of characterisation planning, in situ, geophysical, field and laboratory based techniques to determine the engineering behaviour of the target formations along with data processing and interpretation. They will have excellent communication and written skills and have the breadth of experience and technical understanding to manage internal and supply chain specialist Geotechnical specialists.

SCDP Technical Lead – Digital

The SCDP Digital Technical Lead is anticipated to have more than 15 years relevant experience and to have previously undertaken a similar leadership role on a major programme of a similar nature and complexity. They shall have a relevant degree with a specialism in data management preferably within the geoscience sector.

Key skills include demonstrable technical leadership skills and extensive experience and technical understanding of data management in the geoscience sector with an understanding of the wide range of data types, visualisation tools and live data streaming capability. They will have excellent communication and written skills and have the breadth of experience and technical understanding to manage internal and supply chain specialists.

SCDP Technical Lead – Drilling

The SCDP Technical Lead Drilling is anticipated to have more than 15 years relevant experience overseeing non-standard exploration and production, in the Oil and Gas, mining or scientific sectors. They will have previously undertaken a similar leadership role with a “Well Engineering Team reporting to him/her. They shall have a proven track record in the implementation of new or unconventional technologies, an Engineering Degree and have authored technical publications.

The SCDP Technical Lead Drilling (Well Engineering Team Lead) is responsible for all borehole engineering basis of design (BoD) work to ensure the fulfil the statement of requirements (SOR) over its full life cycle. They will be responsible for identifying SME candidates for specialised advice in areas such as drilling fluids, cementing, well placement (surveying), casing (stress and metallurgy), drill string design, and advanced torque/drag and hydraulics modelling. They will also be responsible for ensuring that the technical aspects of the BoD are converted into technical specifications for procurement of the services.

The SCDP Technical Lead Drilling will act as a key arbiter of technical design changes within the operational management of change procedure. This role will integrate with the Operations Director’s group as it develops.

SCDP Technical Lead – Geoscientific Laboratory Analysis

The SCDP Geoscientific Laboratory Analysis Technical Lead is anticipated to have more than 15 years relevant experience and to have previously undertaken a similar leadership role on a major engineering, geoscientific infrastructural or research project of a similar scale with a similar range of analyses. They shall have a first degree and post graduate qualification in a relevant geoscience, geotechnical or engineering discipline, with a specialism in site investigations and characterisation.

Key skills include demonstrable technical leadership skills and an understanding of complex and niche laboratory analyses, including sample selection and preservation, sample transport and tracking, laboratory analysis and quality systems. They will have excellent communication and written skills and have the breadth of experience and technical understanding to manage internal and supply chain geologists, geochemists, hydrochemists, petrophysicists, geomechanicists and geotechnicians.

SCDP Legal Lead

The SCDP Legal Lead is anticipated to have more than 15 years relevant experience in legal advisory roles preferably related to a major infrastructure or exploration programme of a similar nature. They shall be a qualified solicitor or barrister in the UK.

Key skills include demonstrable legal advisory and representation, proficiency in legal research, drafting, and contract management. Knowledge of NEC based contract and LOGIC based contracts. Ability to provide efficient and high-quality legal advice and representation for the organisation. Undertake a wide range of legal work, including some of a more complex nature related to legal aspects of major infrastructure projects or similar. Draft and review legal documents, contracts, and agreements. Ensure compliance with legal requirements and regulatory frameworks. Represent the organisation in legal proceedings when necessary. Collaborate with senior officers, project managers, and other stakeholders to ensure legal considerations are integrated into project planning and execution. Influence a range of stakeholders to achieve beneficial outcomes for the organisation.

SCDP Procurement Lead

The SCDP Procurement Lead is anticipated to have more than 15 years relevant experience and to have previously undertaken a similar leadership role on a major infrastructure or exploration programme of a similar nature.

Key skills include demonstrable proficiency in commercial purchasing procedures and practices. Developing strategic sourcing strategies and procurement work processes with a familiarity with equipment and materials common in Engineering Procurement and Construction (EPC) projects. Having experience on a major infrastructure or exploration programme of a similar scale and delivering commercial strategies in a complex environment including a wide range of commercial forms in accordance with Public Sector regulations and governance processes, would be an advantage. Having a background and experience in public sector procurement and a deep knowledge of both NEC and LOGIC forms of contract will be an advantage. They will have excellent communication skills, experience in end-to-end procurement experience across a range of categories relevant to this programme.

SCDP Social Values Lead

The SCDP Social Value Lead is anticipated to have 5 to 10 years relevant experience and to have previously undertaken a similar leadership role on major projects or in organisations of a similar nature.

Key skills include demonstrable skills in developing and implementing strategies that promote sustainable development, enhance community relations, while ensuring compliance with statutory obligations and social responsibility standards. Key responsibilities include stakeholder engagement, conducting social impact assessments, designing community improvement programs, managing social risks, and ensuring effective communication of the company's social values. This role demands strong leadership, exceptional communication skills, and a deep understanding of cultural, social, and economic dynamics in various communities. The Social Values Lead is committed to fostering a collaborative and ethical approach to project execution, driving positive social and environmental outcomes.

Job Specifications

SCDP Programme Director

The SCDP Programme Director will play a pivotal role in overseeing and managing large-scale infrastructure or exploration programmes. This position requires experience, technical acumen, safety commitment, and effective collaboration skills. The successful candidate will guide the programme’s strategic direction, ensuring its successful execution while maintaining a strong focus on safety, quality, and efficient delivery. They may also be required to be a member of a or multiple Community Programme Boards.

Roles and responsibilities

As an experienced and competent Programme Director they will:

Provide visionary and strategic leadership:

* Setting the overall direction for the programme.
* Align programme objectives with organisational goals and stakeholder expectations.
* Make informed decisions to optimise project outcomes.

Oversee the entire programme lifecycle:

* Control and implement projects from planning to delivery.
* Manage budgets, schedules, and resources effectively.
* Ensure compliance with regulatory requirements and industry standards.

Provide technical expertise:

* Possess a deep understanding of the technical aspects of the programme.
* Collaborate with technical teams to address challenges and optimise performance.
* Evaluate risks and propose mitigation strategies.

Be safety and quality focused:

* Champion safety culture throughout the programme.
* Implement safety protocols and monitor adherence.
* Maintain a strong commitment to quality deliverables.

Collaborate and communicate:

* Foster effective communication across multidisciplinary teams.
* Collaborate with stakeholders, including Joint Ventures and Consortium partners.
* Resolve conflicts and facilitate consensus.

Strategically manage and oversee financial processes:

* Manage programme budgets, ensuring cost control and financial efficiency.
* Monitor financial performance and adjust strategies as needed.

Essential

The ideal candidate should possess the following qualifications and experience:

Education:

* Bachelor’s Degree: in a relevant field.
* Advanced Degree (Preferred): such as an MBA (Master of Business Administration) or a master’s in project management.
* PMP (Project Management Professional): Certification from the Project Management Institute (PMI) demonstrating expertise in project management.
* PgMP (Program Management Professional): Specifically focused on program management.

Experience:

* More than 20 years of relevant experience in large-scale infrastructure or exploration programmes.
* Previous roles as a Programme Director or Deputy Programme Director on a relevant and comparable major project.
* Experience in establishing programmes, determining tranche structure and setting benefit realisation plans of medium to high complexity programmes.

Required

Technical Background:

* A background in geosciences or sub-surface programmes.

Leadership Skills:

* Demonstrable leadership abilities and influencing skills, together with the ability to communicate complex messages to a wide range of audiences and maintain collaborative working relationships.
* An ability to behave professionally in challenging circumstances, engage with a range of stakeholders to effectively drive change and proven leadership in challenging conversations involving multiple stakeholders.
* Visible commitment to safety and a proven record of safety leadership.

Desirable

* Excellent verbal and written communication skills with experience of development and approval of key programme documentation such as Blueprints / Business Cases.
* Familiarity with geological, geotechnical, or hydrogeological aspects.
* A strong background on working in Joint Ventures/Consortium with extensive supply chains.

Quality Focus:

* A keen eye for quality assurance and quality control.
* Ability to drive continuous improvement.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Project Director

The SCDP Project Director will play a pivotal role in successfully delivering specific project plans within defined scope, schedule, cost, and risk parameters. They will act as the initial single point of contact for stakeholders, providing regular updates on progress, addressing concerns and managing expectations. This position requires extensive experience, strong project management skills, safety commitment, and effective collaboration abilities. The successful candidate will oversee project execution, manage resources, and ensure alignment with the overall programme objectives.

Roles and responsibilities

As an experienced and competent Project Director, they will:

Provide project leadership and management:

* Oversee project objectives, scope, and deliverables.
* Direct detailed project plans, including resource allocation and budget management.
* Ensure project alignment with the broader programme’s goals.

Engage with stakeholders:

* Act as the initial single point of contact for stakeholders.
* Provide regular updates on project progress, address concerns, and manage expectations.
* Foster positive relationships with internal and external stakeholders.
* Ensure that the role and expectations of the Programme are acknowledged by all stakeholders, including the recognition of the role of this programme as a key stakeholder in other relevant programmes.
* Maintain stakeholder mapping and engagement plans for the programme.

Manage project resources:

* Supervise project resources (human, financial, and material).
* Flexibly allocate resources to meet programme requirements.
* Implement a succession planning strategy to develop talent over the programme’s duration.

Ensure safety leadership and risk management:

* Demonstrate visible safety leadership throughout the project.
* Develop, monitor, and report on risk management plans.
* Mitigate risks proactively to ensure project success.

Schedule and manage costs:

* Monitor project schedules and adjust as needed.
* Manage project budgets, ensuring cost control and financial efficiency.

Collaborate and communicate:

* Enable effective communication between project teams, contractors, and suppliers.
* Be an excellent communicator, both internally and externally.

Work within Joint Ventures or Consortia, leveraging extensive supply chains.

Essential

The ideal post holder should possess the following qualifications and experience:

* Minimum of bachelor’s degree in a relevant field.
* PMP (Project Management Professional): Certification from the Project Management Institute (PMI) demonstrating expertise in project management.

Experience:

* More than 15 years of relevant experience in project management.
* Previous roles as a Project Director or Deputy Project Director on major Infrastructure or exploration programmes exceeding £0.25 billion in value.

Experience in establishing programmes, determining tranche structure and setting benefit realisation plans of medium to high complexity programmes.

Required

Leadership skills:

* Demonstrable leadership abilities, characterised by authenticity, openness, and competence.
* Visible commitment to safety and risk management.

Resource management:

* Experience managing project resources effectively.
* Ability to flexibly allocate resources based on project needs.

Succession planning and talent development:

* Proven ability to develop and implement succession planning strategies.
* Commitment to nurturing talent and career growth.

Desirable

Technical understanding:

* A background in geosciences or sub-surface programmes would be advantageous.
* A strong grasp of project management principles and practices.

Collaboration and supply chain management:

* Strong background in working within Joint Ventures or Consortia.
* Ability to collaborate across diverse teams and supply chains.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Technical Director

The SCDP Technical Director plays a critical role in leading and overseeing the technical aspects of the project. This position requires extensive experience, a broad technical expertise and understanding, safety commitment, and effective collaboration skills. The successful post holder will ensure that all technical elements are integrated, align with project requirements, meet standards, and contribute to the overall success of the programme.

Roles and responsibilities

As an experienced and competent Technical Director, they will:

Provide Technical Leadership:

* Develop an integrated technical design that meets project requirements in a cost-effective manner.
* Ensure this technical design is translated into technical specifications and procurement packages.
* Oversee execution of the technical elements of the operation to ensure compliance with the approved SOR.
* Collaborate closely with technical stakeholders (e.g., drilling, geosciences, NWS) to plan and coordinate technical aspects.

Manage resources and budgeting:

* Contribute to resource allocations and equipment procurement.
* Ensure efficient use of resources to meet programme needs.
* Align technical objectives with budget constraints.

Ensure safety leadership and risk management:

* Demonstrate visible safety leadership throughout the project.
* Balance technical requirements with risk management strategies.
* Maintain a focus on safety and quality.

Manage programmes and technical objectives:

* Develop clear technical objectives aligned with project goals.
* Manage programmes of work that delivers on these objectives.
* Ensure technical excellence and adherence to the highest standards.

Understand drilling activities and technical requirements:

* Possess a strong understanding of the major investigation activities including drilling and geophysical activities.
* Navigate technical disciplines across the project (e.g., geosciences, engineering).
* Address technical challenges effectively.

Collaborate and communicate:

* Ensure effective collaboration amongst the technical specialists and subject matter experts.
* Work effectively within Joint Ventures or Consortia.
* Communicate clearly with stakeholders and project teams.

Essential

The ideal post holder should possess the following qualifications and experience:

* More than 15 years of relevant experience as a professional Geoscientist.
* Previous roles as a Technical Director, Deputy Project Director, or senior manager on major Infrastructure or oil and gas exploration programmes of similar complexity.

Required

Leadership Skills:

* Demonstrable leadership abilities, characterised by authenticity, openness, and competence.
* Visible commitment to safety and risk management.

Technical Expertise:

* A broad understanding of technical disciplines relevant to the project.
* Ability to balance technical requirements, risks, and overall project objectives.

Communication and Collaboration:

* Excellent communication skills, both written and verbal.
* Strong collaborator with technical experts and supply chain partners.

Desirable

* Extensive experience and understanding of drilling and geophysical activities.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP HSSEQ Director

The SCDP HSSEQ Director will play a critical role in ensuring a safe working environment and compliance with legislative and quality system requirements within the project. This leadership position requires extensive experience, strong leadership skills, and a focus on environmental management, security, and quality. The successful candidate will advocate for safety, lead by example, and collaborate effectively with stakeholders.

Roles and responsibilities

As an experienced and competent HSSEQ Director, they will:

Ensure safety and compliance:

* In collaboration with the other directors, develop a fit-for-purpose management system for the organisation.
* Ensure the project adheres to safety protocols and legal requirements.
* Implement and monitor quality management systems.
* Champion safety leadership and visible commitment to safety.
* Oversee the well examination process

Provide technical expertise:

* Possess a comprehensive understanding of all aspects of HSSEQ management.
* Advocate for environmental protection, security measures, and quality assurance.
* Balance technical requirements with risk management strategies.

Show leadership and advocacy:

* Lead by example as a genuine, open, and competent individual.
* Advocate for environmental management, security, and quality throughout the project.
* Develop and manage clear objectives related to HSSEQ.

Oversee environmental, security, and quality plans:

* Develop, implement, and monitor plans related to environmental protection, security, and quality.
* Report on progress and address any deviations promptly.
* Ensure alignment with overall project goals.

Collaborate and communicate:

* Collaborate effectively with stakeholders, project teams, and supply chain partners.
* Be an excellent communicator, both internally and externally.
* Work within Joint Ventures or Consortia, leveraging technical expertise.

Essential

The ideal post holder should possess the following qualifications and experience:

* Previous roles as an HSSEQ Director, Deputy HSSEQ Director, or manager on major Infrastructure or exploration programmes of similar complexity.
* More than 15 years of relevant experience in HSSEQ management.

Required

Technical Understanding:

* A background in geosciences or sub-surface programmes is advantageous.
* Strong grasp of environmental regulations, security protocols, and quality standards.

Desirable

Leadership Skills:

* Excellent communication skills, both written and verbal.
* Demonstrable leadership abilities, characterised by authenticity, openness, and competence.
* Visible commitment to safety and quality.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Commercial Director

The SCDP Commercial Director plays a pivotal role in ensuring efficient management of the contracts assigned to the SCDP by NWS. They will support the delivery of the procurement processes, compliance with regulations, and develop and present effective commercial strategies within the NWS project. This leadership position requires extensive experience, strong leadership skills, and a focus on aligning commercial practices with market norms. The successful candidate will be supported by a strong team of technical and operational specialists and subject matter experts and will collaborate with stakeholders, manage contractual forms, and drive successful procurement outcomes.

Roles and Responsibilities

The Commercial Director will:

Manage the Contracts assigned to the SCDP on behalf of NWS:

* Ensure contracts are delivering to Time, Quality and Cost.
* Ensure all contracts are managed using a robust change control process with full audit trail to capture changes as directed by NWS or its Primary Partners or as a result of agreed change.

Bring compliance and procurement functions together:

* Ensure all procurement activities adhere to NWS procedures and comply with Public Sector procurement regulations.
* Develop and maintain a robust procurement framework.
* Monitor compliance throughout the project lifecycle.

Support commercial strategies and leadership:

* Develop and deliver commercial strategies aligned with market norms.
* Lead by example, demonstrating visible leadership skills.
* Focus on achieving successful commercial outcomes.

Steer contractual forms and procurement routes:

* Possess a good understanding of various contractual forms (e.g., NEC, Logic, bespoke contracts).
* Navigate complex procurement routes effectively.
* Balance risk management with commercial objectives.

Manage and collaborate:

* Work effectively with the technical and operations teams to deliver fit for purpose agreements.
* Collaborate with stakeholders, including Joint Ventures and Consortia partners.
* Manage resources efficiently to meet programme needs.
* Advocate for effective supply chain management.

Communicate and advocate:

* Be an excellent communicator, both internally and externally.
* Advocate for commercial best practices.
* Collaborate with major and minor organisations, SMEs, academia, and individuals.

Essential

The ideal post holder should possess the following qualifications and experience:

Experience:

* More than 15 years of relevant experience in commercial management.
* Previous roles as a Commercial Director or Deputy Commercial Director on major Infrastructure or exploration programmes of similar scale.

Required

Leadership Skills:

* Demonstrable leadership abilities, characterised by authenticity, openness, and competence.
* Visible commitment to successful commercial outcomes.

Technical Understanding:

* A background in geosciences or sub-surface programmes.
* knowledge and experience of various contractual forms

Desirable

Contractual Expertise:

* Familiarity with a wide range of contractual forms and procurement routes.
* Ability to tailor strategies to specific project needs.
* Strong grasp of commercial management principles.

SCDP Operations Director

The SCDP Operations Director plays a pivotal role in ensuring the successful and safe delivery of works This leadership position requires extensive experience, strong operational expertise, and visible safety leadership. The successful candidate will manage complex field-based projects, including land and marine intrusive and non-intrusive investigations, and collaborate effectively with suppliers and stakeholders.

Roles and responsibilities

As an experienced Operations Director the post holder will:

Oversee project delivery and safety:

* Ensure successful and safe project delivery.
* Adhere to safety protocols and regulations.
* Ensure discharge of conditions placed on NWS by regulators.
* Manage risks associated with field operations.

Provide technical expertise and leadership:

* Possess a strong grasp of operational delivery.
* Lead by example, demonstrating visible safety leadership.
* Focus on efficient and high-quality project execution.

Direct drilling programmes and supplier management:

* Direct experience of leading complex logistical and multi-discipline offshore drilling programmes.
* Manage drilling contractors and service companies.
* Develop and maintain strong relationships with suppliers.

Lead team development and collaboration:

* Build and lead a team of site supervisory staff.
* Collaborate with stakeholders, including Joint Ventures and Consortia.
* Work effectively within extensive supply chains

Essential

The ideal post holder should possess the following qualifications and experience:

Experience:

* More than 15 years of relevant experience.
* Previous roles as an Operations Director / Project Manager or Deputy on major Infrastructure or oil and gas exploration programmes.

Required

Technical Understanding:

* Strong grasp of operational and technical aspects of fieldwork.

Leadership Skills:

* Demonstrable leadership abilities, characterised by authenticity, openness, and competence.
* Visible commitment to safety and quality.

Communication and Collaboration:

* Excellent communication skills, both written and verbal.

Desirable

* Strong collaborator with suppliers, stakeholders, and project teams.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.
* Familiarity with geosciences or sub-surface programmes.

SCDP Mobilisation Director

The SCDP Mobilisation Director plays a crucial role in the planning, coordination, and execution of the mobilisation phase for large programmes. This leadership position requires extensive experience, strong operational expertise, and visible safety leadership. The successful candidate will manage the transition from project initiation to full operational status, ensuring that all resources, personnel, and systems are effectively aligned to meet the project objectives.

Roles and Responsibilities

As an experienced Mobilisation Director, they shall oversee the project mobilisation phase:

* Possess a strong grasp of mobilisation delivery.
* Lead and manage the mobilisation phase.
* Establish site and set up temporary facilities.
* Instal systems and processes.
* Adhere to safety protocols and regulations.
* Manage and allocate resources.
* Develop and implement mobilisation strategies.
* Cultural development and alignment.
* Lead by example, demonstrating visible safety leadership.
* Focus on efficient and high-quality project execution.

Direct mobilisation programmes and stakeholder engagement:

* Engage with key stakeholders, including clients, supply chain, contractors, suppliers, and regulatory bodies.
* Identify, assess, and mitigate potential risks associated with project mobilisation.
* Ensure compliance with health, safety, and environmental regulations.
* Oversee the procurement and deployment of necessary resources, including equipment, materials, and workforce.

Mobilisation team development and progress control:

* Manage and mentor mobilisation managers, coordinators, and support staff.
* Manage the mobilisation budget, ensuring cost-effective solutions and adherence to financial constraints.
* Track and report on mobilisation progress, addressing any issues or delays promptly.
* Implement best practices and lessons learned from previous projects to enhance mobilisation processes.

Essential

Technical Skills:

* Sound understanding of budget management and financial control within large projects.
* Proficient in project management methodologies and software (e.g., MS Project, Primavera).
* Sound understanding of budget management and financial control within large projects.
* Knowledge of construction or geological exploration regulations, health, safety, and environmental standards.

Required

The ideal candidate should possess the following qualifications and experience:

Education:

* Degree in Construction Management, Engineering, Project Management, or a related field. Advanced degree or professional certification (e.g., PMP, MRICS) preferred.

Experience:

* More than 15 years of relevant experience.
* Previous roles as a Mobilisation Manager or Director with experience in large programme.
* Proven track record in project mobilisation.

Desirable

Leadership Skills:

* Demonstrable leadership abilities, characterised by authenticity, openness, and competence.
* Strong leadership and team management skills, with the ability to inspire and motivate a diverse team.
* Visible commitment to safety and quality.

Communication and Collaboration:

* Excellent communication skills, both written and verbal.
* Strong collaborator with suppliers, stakeholders, and project teams.
* Able to thrive in a high-pressure environment and manage multiple priorities.
* Meticulous attention to detail, ensuring high standards of quality and compliance.
* Proactive in identifying and implementing innovative solutions and improvements.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Resource Lead

The SCDP Resource Lead plays a critical role in overseeing all human resources functions within the context of major programmes of work. This position requires extensive experience in developing and implementing HR strategies to align with the company's objectives. The successful candidate will ensure the organisation attracts, develops, and retains top talent to support and contribute to the overall success of the programme.

Roles and responsibilities

As an experienced and competent Resource Lead, they will:

Provide strategic HR Management and talent acquisition:

* Develop and execute HR strategies that support the business goals and objectives of drilling operations and exploration projects.
* Lead recruitment efforts to attract highly skilled professionals, ensuring the right talent is onboarded to meet the programme needs.
* Foster a positive work environment through effective employee engagement programs, conflict resolution, and support for employee well-being.
* Implement training and development programs to enhance employee skills, knowledge, and performance.
* Develop and manage workforce plans to ensure the organisation is adequately staffed to meet project demands.

Provide workforce planning and performance management:

* Contribute to resource allocations and equipment procurement.
* Ensure efficient use of resources to meet programme needs.
* Align technical objectives with budget constraints.

Ensure safety leadership, risk management and compliance:

* Develop and manage workforce plans to ensure the organisation is adequately staffed to meet project demands.
* Oversee performance management processes, including appraisals, feedback, and career development planning.
* Ensure compliance with all relevant labour laws and regulations, as well as company policies and procedures.

Develop HR policies and change management initiatives:

* Develop and implement HR policies and procedures that promote a high-performance culture.
* Promote diversity and inclusion within the workforce, ensuring equal opportunities for all employees.
* Manage compensation and benefits programs to attract and retain top talent.
* Lead change management initiatives to support organisational transformation and continuous improvement.

Essential

The ideal candidate should possess the following qualifications and experience:

* Degree in Human Resources Management, Business Administration, or a related field. Advanced degree or certification (e.g., CIPD, SHRM) is preferred.
* More than 10 years of extensive HR management experience working on major drilling operations or exploration projects.

Required

Technical skills:

* Proficient in project management methodologies and tools.
* Comprehensive knowledge of labour laws, regulations, and HR best practices.
* Strong analytical and problem-solving abilities, with experience in HR metrics and data analysis.
* Excellent verbal and written communication skills, with the ability to engage and influence stakeholders at all levels.

Desirable

* Strong leadership skills with the ability to inspire and motivate a team.
* Exceptional interpersonal skills with the ability to build strong relationships and foster a positive workplace culture.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Technical Lead – Hydrogeology

The SCDP Technical Lead - Hydrogeology plays a critical role in overseeing hydrogeological aspects within the project. This leadership position requires extensive experience, technical expertise, and strong communication skills. The successful Post Holder will manage hydrogeological works, collaborate with specialists, and contribute to the overall success of the programme.

Roles and responsibilities

As an experienced Hydrogeology Technical Lead, they will:

Provide technical leadership:

* Previous leadership roles on major infrastructure or exploration programmes of similar nature.
* Hold a geoscience degree with a specialisation in Hydrogeology.

Hold hydrogeological expertise:

* Understand a wide range of hydrogeological works, including:
	+ In situ borehole testing techniques (both low and high permeability formations).
	+ Data analysis and modelling.
	+ Interpretation of hydrogeological data.
	+ Development of large-scale local and regional hydrogeological models.

Communicate and collaborate:

* Ability to manage internal and supply chain specialist Hydrogeologists.
* Collaborate effectively with stakeholders and project teams.
* Effectively communicate technical aspects to either a specialist or non-technical audience.
* Influence collaborative and contracted projects to gain the requisite outcomes.

Provide subject matter expertise:

* Serve as a subject matter expert in hydrogeology.
* Work closely with the Technical Director to design, specify, and execute hydrogeological works.

Essential

The ideal candidate should possess the following qualifications and experience:

Education:

* Good first degree in geology, geological sciences or hydrogeology disciplines. A MSc and / or PhD in a groundwater discipline is preferrable.
* Chartered, or working toward chartership, with a relevant professional institute, with a demonstrable and up to date Continued Professional Development (CPD) log.
* Geoscience degree with a specialisation in Hydrogeology.

Experience:

* Possess more than 10 years of relevant experience.
* Previous leadership roles on major infrastructure or exploration programmes.
* Experience of decision making and effective delivery of work outcomes within an environment that is continually changing.
* Experience in one or more of the following: deep geological disposal programmes, mineral, mining, hydrocarbon exploration and infrastructure with practical (field/site) experience.

Required

Technical understanding:

* Strong grasp of hydrogeological principles and practices.
* Ability to manage complex field-based projects.

Communication skills:

* Excellent verbal and written communication skills.
* Ability to collaborate with technical experts and supply chain partners.

Desirable

* Experience and knowledge of the full range of data acquisition and interpretation techniques available to characterise the geoscientific aspects of sites.
* Knowledge of the principles of data and records management, site descriptive model and systems engineering.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Technical Lead – Geochemistry

The SCDP Technical Lead - Geochemistry plays a crucial role in overseeing geochemical aspects within the project. This leadership position requires extensive experience, technical expertise, and strong communication skills. The successful candidate will manage geochemical works, collaborate with specialists, and contribute to the overall success of the programme.

Roles and responsibilities

As an experienced Geochemistry Technical Lead, they will:

Provide technical leadership:

* Previous leadership roles on major infrastructure or exploration programmes.
* Hold a geoscience or chemistry degree with a specialisation in Geochemistry.

Hold extensive geochemical expertise:

* Understand a wide range of geochemical works, including:
	+ In situ borehole testing and sampling techniques (both low and high permeability formations).
	+ Sample management and preservation.
	+ Standard and niche laboratory analysis.
	+ Laboratory quality control.
	+ Data analysis and modelling.
	+ Interpretation of geochemical data.
	+ Development of large-scale local and regional geochemical models.

Communicate and collaborate:

* Ability to manage internal and supply chain specialist Geochemists.
* Collaborate effectively with stakeholders and project teams.
* Effectively communicate technical aspects to either a specialist or non-technical audience.
* Influence collaborative and contracted projects to gain the requisite outcomes.

Provide subject matter expertise:

* Serve as a subject matter expert in geochemistry.
* Work closely with the Technical Director to design, specify, and execute geochemical works.

Essential

The ideal candidate should possess the following qualifications and experience:

Education:

* Geoscience or chemistry degree with a specialisation in Geochemistry.
* Good first degree in geology, geological sciences or Geochemistry disciplines. A MSc and / or PhD in a geochemical discipline is preferrable.
* Chartered, or working toward chartership, with a relevant professional institute, with a demonstrable and up to date Continued Professional Development (CPD) log.

Experience:

* More than 10 years of relevant experience.
* Previous leadership roles on major infrastructure or exploration programmes.
* Experience in one or more of the following: deep geological disposal programmes, mineral, mining, hydrocarbon exploration and infrastructure with practical (field/site) experience.

Required

Technical Understanding:

* Strong grasp of geochemical principles and practices.
* Ability to manage complex field-based projects.

Communication Skills:

* Excellent verbal and written communication skills.
* Ability to collaborate with technical experts and supply chain partners.

Desirable

* Experience and knowledge of the full range of data acquisition and interpretation techniques available to characterise the geoscientific aspects of sites.
* Knowledge of the principles of data and records management, site descriptive model and systems engineering.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Technical Lead – Geology

The SCDP Technical - Geology Lead plays a critical role in overseeing geological aspects within the project. This leadership position requires extensive experience, technical expertise, and strong communication skills. The successful post holder will manage geological works, collaborate with specialists, and contribute to the overall success of the programme.

Role and responsibilities

As an experienced Technical Lead – Geology, they will:

Provide technical leadership:

* Hold previous leadership roles on major infrastructure or exploration programmes.
* Hold a geoscience degree and possess extensive geological expertise.
* Understand a wide range of geological works, including:
	+ UK stratigraphy and structural geology.
	+ Borehole design and execution.
	+ Rock coring and core sampling techniques.
	+ Core logging and interpretation.
	+ Geophysical data integration.
	+ Stratigraphical and structural interpretation.
	+ Reporting on geological findings.

Communicate and collaborate:

* Be able to manage internal and supply chain specialist Geologists.
* Collaborate effectively with stakeholders and project teams.
* Effectively communicate technical aspects to either a specialist or non-technical audience.
* Influence collaborative and contracted projects to gain the requisite outcomes.
* Work closely with the Technical Director to design, specify, and execute geological works.
* Leadership and knowledge of procurements for geoscientific investigation work from specification to contract award and experience of contract management.

Essential

The ideal post holder should possess the following qualifications and experience:

Education:

* Geoscience degree.
* Chartership, or working towards, in a relevant professional institute.

Experience:

* More than 10 years of relevant experience in deep subsurface investigation programmes.
* Experience of technical leadership in geoscientific projects including management of interdisciplinary teams and delivery of outputs to time, cost, budget and safety requirements.
* Experience in one or more of the following: deep geological disposal programmes, mineral, mining, hydrocarbon exploration and infrastructure with practical (field/site) experience.
* Previous leadership roles on major infrastructure or exploration programmes.

Required

Technical Understanding:

* Have a strong grasp of geological principles and practices.
* Be able to manage complex data sets.

Communication Skills:

* Excellent verbal and written communication skills.
* Ability to collaborate with technical experts and supply chain partners.

Desirable

* Experience and knowledge of the full range of data acquisition and interpretation techniques available to characterise the geoscientific aspects of sites.
* Knowledge of the principles of data and records management.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Technical Lead – Geophysics

The Technical Lead - Geophysics plays a crucial role in overseeing geophysical exploration within the project. This leadership position requires extensive experience, technical expertise, and strong communication skills. The successful candidate will manage geophysical planning, data processing, and interpretation, collaborating with specialists and contributing to the overall success of the programme.

Roles and responsibilities

As an experienced Technical Lead - Geophysics, they will:

Provide technical leadership:

* Previous leadership roles on major infrastructure or exploration programmes.
* Hold a Physics or Geophysics degree with a specialisation in site characterisation and exploration geophysics.

Hold extensive geophysical exploration expertise:

* Understand a wide range of geophysical techniques, including:
	+ Airborne, marine and land.
	+ Transition zone high-resolution seismic surveys (both 2D and 3D).
* Downhole geophysical logging.
* Vertical Seismic Profiling (VSP).
* Passive seismic surveys.
* Data processing and interpretation.

Communicate and Collaborate:

* Excellent communication and written skills.
* Ability to manage internal and supply chain specialist Geophysicists.
* Collaborate effectively with stakeholders and project teams.
* Effectively communicate technical aspects to either a specialist or non-technical audience.
* Influence collaborative and contracted projects to gain the requisite outcomes.

Provide subject matter expertise:

* Serve as a subject matter expert in geophysics.
* Work closely with the Technical Director to design, specify, and execute geophysical works.
* Have significant experience in translating a technical challenge into specific knowledge gaps, identification of research needs and objectives and formulating appropriate research activities to further NWS’s understanding.
* Leadership and knowledge of procurements for geophysical investigation work from specification to contract award and experience of contract management.

Essential

The ideal candidate should possess the following qualifications and experience:

Experience:

* More than 10 years of relevant experience.
* Previous leadership roles on major infrastructure or exploration programmes.
* Experience in one or more of the following: deep geological disposal programmes, mineral, mining, hydrocarbon exploration and infrastructure with practical (field/site) experience.

Education:

* Physics or Geophysics degree with a specialisation in site characterisation and exploration geophysics.

Required

Technical Understanding:

* Strong grasp of geophysical exploration planning, techniques, and data processing.
* Ability to manage complex geophysical projects.

Communication Skills:

* Excellent verbal and written communication skills.
* Ability to collaborate with technical experts and supply chain partners.

Desirable

* Experience and knowledge of the full range of data acquisition and interpretation techniques available to characterise the geoscientific aspects of sites.
* Knowledge of the principles of data and records management, site descriptive model and systems engineering.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Technical Lead – Geotechnical

The SCDP Technical Lead - Geotechnical (Geomechanics) plays a critical role in site characterisation and exploration within the project. This leadership position requires extensive experience, technical expertise, and strong communication skills. The successful candidate will manage geotechnical works, collaborate with specialists, and contribute to the overall success of the programme.

Roles and responsibilities

As an experienced Technical Lead – Geotechnical (Geomechanics), they will:

Provide technical leadership:

* Previous leadership roles on major infrastructure or exploration programmes.
* Hold an engineering or Geoscience degree with a specialisation in site characterisation and exploration.

Hold extensive geotechnical expertise:

* Understand a wide range of geotechnical techniques, including:
	+ Characterisation planning.
	+ In situ testing.
	+ Geophysical investigations.
	+ Field and laboratory-based techniques.
	+ Data processing and interpretation.

Communicate and collaborate:

* Excellent communication and written skills.
* Ability to manage internal and supply chain specialist Geotechnical specialists.
* Collaborate effectively with stakeholders and project teams.
* Effectively communicate technical aspects to either a specialist or non-technical audience.
* Influence collaborative and contracted projects to gain the requisite outcomes.

Provide subject matter expertise:

* Serve as a subject matter expert in geotechnical engineering.
* Work closely with the Technical Director to design, specify, and execute geotechnical works.
* Have significant experience in translating a technical challenge into specific knowledge gaps, identification of objectives and formulating appropriate activities.
* Leadership and knowledge of procurements for geotechnical investigation work from specification to contract award and experience of contract management.

Essential

The ideal candidate should possess the following qualifications and experience:

Education:

* Engineering or Geoscience degree with a specialisation in site characterisation and exploration.

Experience:

* More than 10 years of relevant experience.
* Previous leadership roles on major infrastructure or exploration programmes.
* Experience in one or more of the following: deep geological disposal programmes, mineral, mining, hydrocarbon exploration and infrastructure with practical (field/site) experience.

Required

Technical Understanding:

* Strong grasp of geotechnical principles and practices.
* Ability to manage complex field-based projects.

Communication Skills:

* Excellent verbal and written communication skills.
* Ability to collaborate with technical experts and supply chain partners.

Desirable

* Experience and knowledge of the full range of data acquisition and interpretation techniques available to characterise the geoscientific aspects of sites.
* Knowledge of the principles of data and records management, site descriptive model and systems engineering.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Technical Lead – Digital

The SCDP Technical Lead - Digital plays a critical role in managing digital aspects within the project. This leadership position requires extensive experience, technical expertise, and strong communication skills. The successful candidate will oversee data management, collaborate with specialists, and contribute to the overall success of the programme.

Roles and responsibilities

As an experienced Digital Technical Lead, they will:

Provide Technical Leadership:

* Previous leadership roles on major programmes of similar nature.
* Hold a relevant degree with a specialisation in data management, preferably within the geoscience sector.

Hold extensive data management expertise:

* Understand a wide range of data types relevant to geoscience.
* Demonstrate technical understanding of data management practices.
* Familiarity with visualisation tools for effective data representation.
* Live data streaming capability.

Communicate and collaborate:

* Ability to manage internal and supply chain specialists.
* Collaborate effectively with stakeholders and project teams.
* Effectively communicate technical aspects to either a specialist or non-technical audience.
* Influence collaborative and contracted projects to gain the requisite outcomes.
* Interface with the Head of Digital Strategy to align digital initiatives with strategic objectives and ensuring best-fit with the wider NWS Enterprise Architecture.
* Interface with the CISO to ensure cybersecurity and information governance by developing and implementing robust measures to protect digital assets and data, ensuring compliance with standards and regulations.
* Collaborate with Digital stakeholders to develop and establish data policy, procedure and process to gather business requirements and facilitate acceptance/approval of procedures and processes.
* Contribute to data landscaping activities to ensure that data sources and repositories are known and understood.
* Be the primary contact for data management queries.

Provide subject matter expertise:

* Serve as a subject matter expert in digital data management.
* Work closely with the Technical Director to design, specify, and execute digital data strategies.
* Have significant experience in translating a technical challenge into specific knowledge gaps, identification of research needs and objectives and formulating appropriate research activities to further NWS’s understanding.

Essential

The ideal candidate should possess the following qualifications and experience:

Education:

* Relevant degree with a specialisation in data management, preferably within the geoscience sector.

Experience:

* More than 10 years of relevant experience.
* Previous leadership roles on major programmes.
* Experience in one or more of the following: deep geological disposal programmes, mineral, mining, hydrocarbon exploration and infrastructure with practical (field/site) experience.
* Experience using Microsoft Office365, including SharePoint Lists, PowerQuery and PowerAutomate to improve business efficiencies.
* Experience in the design and development of data-related policies and standard operating procedures in response to business needs.
* Excellent relationship building and stakeholder management skills and the ability to work collaboratively to deliver the required outcomes.
* Experience of working on large complex ICT and Regulatory projects.
* Membership of a professional data organisation the (e.g., DAMA, ODI)

Required

Technical Understanding:

* Strong grasp of data management principles and practices.
* Ability to manage complex digital projects.

Communication Skills:

* Excellent verbal and written communication skills.
* Ability to collaborate with technical experts and supply chain partners.

Desirable

* Proven track record of consulting on and contributing to data related strategic work in Civil Nuclear or a related industry.
* Experience of delivering corporate data and information management governance, procedures and processes in Civil Nuclear or a related industry.
* Experience of working with enterprise level data management software, techniques and capabilities.

SCDP Technical Lead – Drilling

The SCDP Technical Lead- Drilling provides the key drilling design input to deliver the functional specification for the borehole which fulfils the statement of requirements to the required quality standards.

The SCDP Technical Lead - Drilling will working with all of the other technical leads develop and integrated engineering design, which meets appropriate Borehole (well) engineering technical standards, operational procedures and risk management processes in accordance with the (SCDP) management system. They are responsible for providing expert and original borehole (well) engineering technical input to the technical team to develop requirements and designs which are fit for purpose.

The SCDP Technical Lead - Drilling will be supported by experienced team of well engineers/Drilling Engineers and well engineering subject matter experts.

The SCDP Technical Lead – Drilling will develop a group of SMEs which will be common to the Technical & Operations Directors’ teams.

The SCDP Technical Lead- Drilling will be accountable for the:

* Development of the Borehole Designs.
* Development of the detailed specifications.
* Supporting the development of the Procurement strategy and procurement of Service Contractors.
* Initial stages of mobilisation handing over operational leadership to the Operations Team.
* Technical support during operations.

Role and responsibilities

As an experienced Technical Lead - Drilling, they will:

Provide technical leadership:

* Work as part of a multi-disciplinary team of geologists, geochemists, hydrogeologists and geomechanics specialists.
* Oversee all aspects of Borehole (Well) Engineering from design, hand over to the execution team under the Operations Director, and full well life cycle management from operation to abandonment.
* Vet suitable SME candidates for provision of specialist advice, most notably in the SCDP context (but not restricted to) drilling fluids.
* Identify and obtain additional specialist advice in areas beyond the expected capabilities of the team such as: cementing, well placement (surveying), casing (stress and metallurgy), drill string design, torque/drag and hydraulics modelling.

Deliver operational oversight and technical implementation:

* Integrate fit for purpose Borehole (well) engineering technical standards, operational procedures and risk management processes into the SCDP management system.
* Develop well engineering project RACI chart defining approval levels for key technical and operational deliverables.
* Integrate required industry specific standards and commercial requirements into all contracts for material and services.
* Develop the initial drilling planning and operations schedule and cost estimates.
* Monitor lead time and order required upfront well construction material.
* Act as the key engineering signatory to the SOR and future iterative changes to future SOR requirements.
* Manage any changes to the Well BOD under a MOC process.
* Develop the scope of works and initial well data requirement, initial well architecture.

Stakeholder Engagement:

* Collaborate with internal and external stakeholders to ensure alignment with project goals and objectives.
* Facilitate effective communication and coordination across teams.

Essential

The ideal post holder should possess the following qualifications, skills and experience:

Education:

* Degree in engineering or related scientific discipline.
* Evidence of leading a large technical organisation within a wider infrastructure / globally significant project.

Experience:

* More than 20 years relevant experience with recent team leadership responsibility.
* Demonstrated capability of managing a combined team of well engineers and subject matter experts (SMEs).
* Experience in non-standard E&P operations, new start operation in green field sites, building a team from the ground up and worked in multi-discipline teams to create unconventional solutions.
* Experience in contract tendering and managing third party contractual relationships.
* Experience in integrated engineering planning and risk management.

Required

* Exposure to mining or scientific drilling operations.
* Hold a proven track record in the implementation of new or unconventional technologies.
* Demonstrated HSSE leadership and performance managing multidisciplined teams.
* Familiar with current industry standards, guidelines and the UK Regulatory environment.
* Have excellent verbal and written communication skills.
* Be able to act as a key arbiter of technical design changes within the operational management of change procedure.
* Be able to collaborate with technical experts and supply chain partners.

Desirable

* Experience in an incident management role.
* Be proactive in an approach to problem-solving and continuous improvement.
* Possess strong organisational skills to manage multiple tasks and priorities.
* Strong leadership and team management skills.
* Excellent communication and interpersonal skills.
* Analytical and problem-solving abilities.
* Ability to think outside the box and drive innovation.
* Detail-oriented with a focus on quality and compliance.
* Collaborative approach to working with diverse teams.
* Professional society membership.
* Author of technical publications.

SCDP Technical Lead – Geoscientific Laboratory Analysis

The SCDP Technical Lead- Geoscientific Laboratory Analysis plays a critical role in managing laboratory aspects within the project. This leadership position requires extensive project experience, technical expertise, and strong communication skills. The successful candidate will oversee laboratory analyses, collaborate with specialists, and contribute to the overall success of the programme.

Roles and responsibilities

As an experienced Geoscientific Laboratory Analysis Lead, they will:

Provide technical leadership:

* Have previous leadership roles on major programmes with a similar range of analyses.

Hold extensive laboratory expertise:

* Understand complex and niche laboratory analyses, including:
	+ Relevant experience with specialist geological, geochemical, hydrochemical, geomechanical or geotechnical testing in their chosen domain area.
	+ Rock core sampling programme design.
	+ Sample selection and preservation.
	+ Sample transport and tracking.
	+ Development of laboratory testing workflows.
	+ Development of laboratory testing methodologies.
	+ Laboratory analysis, accreditation, quality assurance and quality systems.
	+ Laboratory data management.
	+ Project and budget planning and reporting.

Communicate and collaborate:

* Ability to manage internal and supply chain geologists, geochemists, hydrochemists, petrophysicists, geomechanicists and geotechnicians.
* Collaborate effectively with stakeholders and project teams.
* Effectively communicate technical aspects to either a specialist or non-technical audience.
* Influence collaborative and contracted projects to gain the requisite outcomes.

Essential

Technical Understanding and communication:

* Excellent communication and written skills.
* Ability to manage internal and supply chain geologists, geochemists, hydrochemists, petrophysicists, geomechanicists and geotechnicians.
* Strong grasp of laboratory analysis principles and practices.
* Ability to manage complex laboratory projects.

Required

The ideal candidate should possess the following qualifications and experience:

Education:

* Hold a first degree and post graduate qualification in a relevant geoscience, geotechnical or engineering discipline, with a specialism in site investigations and characterisation.

Experience:

* Possess more than 10 years of relevant experience.
* Previous leadership roles on major engineering or geoscientific infrastructural or research project with a similar range of analyses.
* Relevant experience with specialist geological, geochemical, hydrochemical, geomechanical or geotechnical testing in their chosen domain area.

Provide subject matter expertise:

* Serve as a subject matter expert in geoscientific laboratory analyses.
* Work closely with the Technical Director to design, specify, and execute laboratory works.
* Have significant experience in translating a technical challenge into specific knowledge gaps, identification of research needs and objectives and formulating appropriate research activities to further NWS’s understanding.

Desirable

* Ability to collaborate with technical experts and supply chain partners.
* Experience in one or more of the following: deep geological disposal programmes, large infrastructure geotechnics, mineral exploration, mining or hydrocarbon exploration, and with practical (field/site) experience.

SCDP Legal Lead

The SCDP - Legal Lead plays a critical role in providing legal advisory services related to major infrastructure or exploration programmes. This position requires extensive experience, legal expertise, and strong communication skills. The successful candidate will ensure compliance, draft legal documents, and represent the organisation in legal matters.

Roles and responsibilities

As an experienced Legal Lead, they will:

Provide legal advisory and representation:

* Possess over 15 years of relevant experience in legal advisory roles.
* Provide efficient and high-quality legal advice and representation.
* Handle legal aspects of major infrastructure projects or similar initiatives.

Manage contracts and drafting:

* Proficiency in legal research, drafting, and contract management.
* Knowledge of NEC-based contracts and LOGIC-based contracts.
* Draft and review legal documents, contracts, and agreements.

Oversee compliance and regulatory frameworks:

* Ensure compliance with legal requirements and regulatory frameworks.
* Represent the organisation in legal proceedings when necessary.

Collaborate and influence:

* Collaborate with senior officers, project managers, and stakeholders.
* Integrate legal considerations into project planning and execution.
* Influence stakeholders to achieve beneficial outcomes.

Essential

The ideal candidate should possess the following qualifications and experience:

* A law degree
* More than 15 to 20 years of relevant legal advisory experience.
* Extensive experience with NEC and LOGIC-based contracts.

Required

* Excellent verbal and written communication skills.
* Familiarity with major infrastructure or exploration programmes.
* Proficient in the use of MS Office applications.
* Qualified solicitor or barrister in the UK.
* Ability to handle complex legal matters.

Desirable

Technical Understanding:

* Strong grasp of legal research, drafting, and contract management.

Communication Skills:

* Ability to collaborate effectively with diverse stakeholders.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.

SCDP Procurement Lead

The SCDP - Procurement Lead plays a critical role in managing procurement processes within the project. This leadership position requires extensive experience, proficiency in commercial purchasing, and strong communication skills. The successful candidate will oversee strategic sourcing, database utilisation, and supplier management.

Roles and Responsibilities

As an experienced Procurement Lead, they will:

Provide procurement leadership:

* Previous leadership roles on major infrastructure or exploration programmes.
* Manage end-to-end procurement processes across various categories.

Be proficient in commercial purchasing and strategic sourcing:

* Show demonstrable proficiency in commercial purchasing procedures and practices.
* Develop and implement strategic sourcing strategies.
* Optimise procurement work processes.

Have extensive database utilisation and materials knowledge:

* Utilise procurement databases effectively.
* Familiarity with equipment and materials common in Engineering Procurement and Construction (EPC) projects.
* Manage direct spend where applicable.

Manage and communicate with stakeholders:

* Excellent communication skills.
* Comfortable working in a fast-paced market.
* Demonstrate excellent supplier and stakeholder management.

Essential

* Extensive knowledge of procurement and supply chain activities.
* Ability to write and present a range of procurement documentation to a high professional standard.
* Knowledge and working experience of contract forms for works, goods and services.
* Excellent stakeholder management and communication skills with demonstrable ability to navigate through conflicting priorities and sanction and approvals processes.
* Degree qualified in a suitable subject OR equivalent professional experience.
* Proficient in the use of MS Office applications

Required

The ideal candidate should possess the following qualifications and experience:

Experience:

* Possess more than 15 years of relevant experience.
* Previous leadership roles on major infrastructure or exploration programmes.

Skills and Proficiency:

* Proficiency in Microsoft Office tools.
* Strong grasp of procurement processes and strategic sourcing.

Materials Knowledge:

* Familiarity with equipment and materials used in EPC projects.

Stakeholder Management:

* Ability to collaborate effectively with suppliers and internal stakeholders.

Desirable

* MCIPS qualified.
* Experience of working in a highly regulated environment.
* Extensive public procurement experience and Public Contracts Regulations knowledge.
* Experience of the NEC form of contract.
* Experience of Logic and other bespoke forms of contract.
* Working knowledge and experience of an e-sourcing platform.

SCDP Social Values Lead

The SCDP - Social Values Lead will be responsible for supporting and implementing strategies that ensure operations positively impact communities and the environment. This leadership position requires a deep understanding of the social, economic, and environmental aspects of major projects or large organisations. The post holder will oversee social value development, enhancing community relations, supply chain compliance and ensuring compliance with relevant standards.

Roles and Responsibilities

As an experienced Social Values Lead, they will:

Hold social value expertise:

* Conduct social impact assessments to identify potential impacts of projects on local communities.
* Ensure compliance with social responsibility standards and regulations. Prepare and submit regular reports on social impact and community engagement activities.
* Design and implement community development programs that meet the needs of the organisation, address local needs and support sustainable development.

Communicate and collaborate:

* Possess knowledge of social value frameworks, such as TOMs, and the ability to measure and communicate impact.
* Develop and execute communication strategies to effectively convey the company’s social values and community engagement efforts.
* Develop and maintain strong relationships with local communities, government agencies, non-governmental organisations (NGOs), and other key stakeholders.
* Identify and mitigate social risks associated with NWS projects.
* Develop training programs for project staff and local stakeholders on social values, community engagement, and sustainability practices.

Provide subject matter expertise:

* Serve as a subject matter expert in social, economic, and environmental issues.

Essential

The ideal post holder should hold the following qualifications and experience:

Education:

* First Degree Level education. Further qualifications or certification in Corporate Social Responsibility, social impact or related field is preferred.

Experience:

* Possess 5 to 10 years of relevant experience.
* Experience working on major projects, with a proven track record in community engagement and social responsibility.
* Strong leadership and team management skills, with the ability to inspire and motivate a team.

Required

The ideal post holder should hold the following:

* Strong analytical and problem-solving abilities, with experience in conducting social impact assessments and developing mitigation strategies.
* Proficient in project management methodologies and tools.
* Excellent verbal and written communication skills, with the ability to engage and influence a diverse range of stakeholders.

Desirable

The ideal post holder shall have:

* A deep understanding of cultural, social, and economic dynamics in various communities.
* The ability to understand and relate to the needs and concerns of local communities.
* A proactive approach in identifying and implementing innovative solutions to enhance social value.
* A commitment to upholding high ethical standards and social responsibility.
* An aptitude in managing complex challenges and be able to navigate sensitive issues with diplomacy and tact.
* Strong interpersonal skills and ability to act as a credible “ambassador” for NWS with external bodies.