

# ***STATIONS DELIVERY MANAGER ROLE SPECIFICATION***



## BACKGROUND

An opportunity has arisen within the National Programmes Directorate for a Stations Delivery Manager. The successful candidate will be responsible for managing both internal and contracting partner resources, for all stations related work programmes including managing the annual stations maintenance programmes.

The role will require a high degree of focus on continually developing and maintaining a strong safety culture within the work teams. In addition, the Stations Delivery Manager will work closely with other relevant managers across the company to provide resources to assist with the delivery of Projects, Secondary Asset Replacement (SAR) and Customer Connections.

Reporting to the Programme and Performance Manager, the post holder will be expected to operate as part of a team and be able to effectively plan, prioritise and manage workloads to meet demanding deadlines. The successful candidate should demonstrate a positive attitude and willingness to regard customer service as a top priority and will require a high degree of self-motivation, and to work in a flexible manner.

## THE ROLE

The Stations Delivery Manager will provide positive leadership and guidance to ensure all work is scheduled and delivered in a safe and efficient manner across all work teams. The post holder will have a strong focus on leadership development, safety compliance and ownership of safety performance across all of the work teams and relevant contracting partners.

There will be a strong focus on maximising the effectiveness of team managers in relation to their leadership skills, site management and work scheduling relating to expected daily work outputs. In addition, this will require the Stations Delivery Manager to ensure that the standards of workmanship are in line with policies and procedures and are regularly audited across all work programmes.

You will be responsible for delivering the annual substation maintenance/inspection programme (within agreed unit costs) including scheduling and reporting on progress. The role is solutions-focused and relies on the successful applicant's ability to build and maintain working relationships with a variety of stakeholders.

## MAIN DUTIES & RESPONSIBILITIES

- Lead your teams with a strong safety focus on compliance with NIE Safety rules processes and procedures, along with relevant Health and Safety Legislation, through this strive for continuous improvement in safety performance
- Manage performance, productivity and skills development to ensure the safe, effective and efficient delivery of work
- Take the lead and further develop a working environment where, NIE Networks visions and values are fully imbedded and everyone's opinion matters
- In line with relevant policy/guidance develop, deliver and report against the annual Transmission, Distribution Maintenance and Inspection programme
- Ensure all stations related work programmes are effectively resourced and the associated costs are managed in line with agreed budgets
- Manage the allocation of all contracting partner resources associated with stations work programmes specifically for inspections, maintenance, SAR, project and customer work
- Effectively manage defects identified within required times and budgets
- Complete the ordering and ensure the timely delivery of plant and equipment as and when required
- Ensure asset records are accurately updated in line with agreed timeframes
- Work with your team to continuously develop their leadership skills, improve their management capability, and ability to adapt to ever changing demands and needs
- Ensure a long term commercially sound and customer focused approach is developed, particularly in the scheduling and delivery of all stations related work programmes
- Effective management the scheduling of labour in a way that improves performance while enhancing working relationships within National Programmes and all other Directorates

- Ensure that all stations teams and our contracting partners work with colleagues, other internal teams and contractors to deliver a high-quality service to customers every time and resolve conflicts quickly and efficiently
- Acute financial and customer awareness that ensures a commercially and customer focused approach with compliant processes and practices in line with guaranteed and overall standards
- Adopt a Continuous Improvement approach to processes and practices to deliver an innovative and agile service, including scheduling, budget control, and unit cost of work programmes
- Implement measures and regularly review performance against these relating to productivity metrics and unit costs.

## THE INDIVIDUAL

### Essential Criteria

It is essential that the successful candidate meets the following requirements:

- A proven track record and experience of effective leadership in relation to the successful delivery of work programmes on time and within budget
- Previous experience in promoting and delivering against safety targets and being a role model in relation to safe onsite working practices
- Working knowledge of electricity networks and construction work methods at distribution or transmission voltage levels
- Proven track record of stakeholder management and delivering work programmes in line with agreed expectations
- A practical understanding of CDM Regulations or other similar legislation and ISO 9001 accreditation
- Practical understanding of IT including Microsoft Office, Asset registers (or similar) to enhance reporting and analysis of information
- Effective communication skills with the ability to build effective relationships with direct reports, contracting partners, colleagues, customers, and other key stakeholders
- Current Driving Licence and access to a vehicle on a daily basis

### Desirable Criteria

Ideally you should also possess:

- Developed knowledge of electricity networks and construction work methods at distribution or transmission voltage levels
- Developed knowledge and experience of resource management and successfully delivering work programmes safely, in line with budgets and agree timeframes
- A working knowledge of the CDM Regulations
- A relevant management qualification

## CORE COMPETENCIES

The person appointed must demonstrate the following core competencies:

### Communication

Able to communicate information and ideas clearly and articulately both in oral and written form. Uses appropriate language, style and methods depending on audience and the purpose of communication. Able to convey complex information clearly. Anticipates the information that others will need.

### Attention to Detail

Ability to process detailed information effectively and consistently. The ability to accomplish/complete a task while demonstrating a thorough concern for all the areas involved, no matter how small. This means monitoring and checking work or information, while organising time and resources efficiently.

### Analysis / Problem solving

Able to identify and separate out the key components of problems and situations. Able to manipulate and interpret information from a range of sources, to spot patterns and trends in information and to deduce cause and effect from this. Can generate a range of creative solutions, evaluate them and choose the most appropriate option

### Team Work

Actively participates in team. Encourages co-operation. Aware of the needs of others and responds flexibly. Shares information and supports other team members. Can get things done through others and set realistic objectives. Seeks opportunities to develop others. Prioritises team goals over individual goals.

### Trust - Confidentiality

Builds trust easily and generates feelings of goodwill, enabling successful collaboration and more productive outcomes. Is honest and authentic and acts with integrity, showing consistency, and being credible.

### Safety

Knowledgeable of applicable standards, capable of identifying workplace hazards relating to the specific operation, and has the wisdom to highlight any issues.

### Flexibility / Adaptability

Has actively sought to learn new things on own initiative. Has responded positively to change and adapted to new situations quickly. Able to take on a diverse range of tasks equally effectively.

### Problem Analysis

The ability to detect problems, recognise important information, and link various; to trace potential causes and look for relevant details

### Organised

Able to achieve results in a quality, timely, and cost-effective way. Sees priorities, plans the efficient use of resources, and monitors progress against objectives. Anticipates crucial stages in projects. Formulates alternative means of achieving objectives. Responds effectively to unforeseen events.

### Coaching

Encouraging and guiding employees in order to make their performance more effective and to enhance their self-perception and problem-solving skills

## THE PACKAGE

The competitive remuneration package for this position will be based on the skills and experience of the successful candidate, with progression opportunities.

The company also offers many other [benefits](#). (The QR code will take you to the benefits section of our website)



## OUR PEOPLE MATTER

At NIE Networks we realise our employees are at the heart of our success and they are the future of an ever-changing energy industry. With employee wellbeing at the core of our approach, we are continually investing in our people and are committed to helping every individual reach their full potential through both professional and personal development. We believe in nurturing effective teams and high performing leaders to deliver the best possible service for our customers.

## DISABILITY



NIE Networks will provide reasonable support to disabled applicants throughout the recruitment process. Applicants who may require special arrangements should identify this clearly within their application form to enable us to make any appropriate adjustments.

## DIVERSITY AND INCLUSION

NIE Networks has achieved Silver, Diversity Mark Accreditation and is committed to equality of opportunity and acknowledges the unique contribution that all potential candidates can bring in terms of their education, ethnicity, race, gender, nationality, age, religion, disability, sexual orientation and opinions. Applications are positively welcomed from all backgrounds and appointments are made on merit following a fair, open and transparent selection process.

## HOW TO APPLY

Please submit a CV and cover letter together (detailing alignment to the essential criteria) via the NIE Networks recruitment portal [www.nienetworks.co.uk/jobs](http://www.nienetworks.co.uk/jobs) (The best experience of this portal will be through the Google Chrome internet browser or click on the QR code.)



- Once you are in the careers page select the Stations Delivery Manager role and click on “**Apply Now**”.
- You will initially be asked to create a “Candidate Area” by inputting your email address and a secure password – once you select “Create Candidate Area” you can then log in directly using these same details. The address that you register with will be the address that we contact you on.
- Select “**Apply for Vacancy**”
- Once you have created your profile upload both your CV and Cover Letter within your application.
- Please ensure to review your CV before submission as you will not have the opportunity to amend the CV once it has been submitted.
- You will receive an email confirmation once your CV and Cover Letter has been submitted (Please check your junk mail too).
- Late applications will not be accepted

Completed CV’s and cover letter must be submitted for the role no later than **11pm Tuesday 15 July 2025**.

NIE Networks is committed to the principles of public appointments based on merit with independent assessment, openness and transparency of process

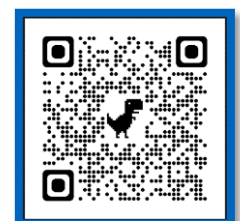
## FOR YOUR INFORMATION

If you would like to view up to date information about NIE Networks please visit our website [www.nienetworks.co.uk](http://www.nienetworks.co.uk) or scan the QR codes below.

About NIE Networks



About NIE Networks History



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