

POSITION DESCRIPTION

Asset Manager - Firming

Date:	18 October 2024	Line Manager:	General Manager, Asset Management and Control Room
Title:	Asset Manager - Firming	Direct Reports:	Nil
Team:	Operations - Asset Management & Control Room	Status of Position:	Permanent Full Time
Location:	Sydney, Melbourne, Brisbane	Date Reviewed:	28 October 2024

1 Position Summary

Reporting to the General Manager, Asset Management and Control Room, the Asset Manager - Firming is the leader of the cross functional asset leadership team (including Finance, Customer and Energy markets, Operations and Maintenance and Engineering) for the Port Kembla Energy Terminal (PKET), Dubbo firming, Illawarra firming and Clark Creek 1 wind farm.

This role may involve travel to other office locations and sites to engage and liaise with broader Squadron Energy (SQE) teams and relevant stakeholders.

1.1 Key Responsibilities

- Cultivate high-performing leadership by driving the development and execution of strategies that build and sustain a high-performing asset leadership team. Foster a culture of excellence, innovation, and accountability, ensuring alignment with Squadron Energy's purpose, vision, and values. Lead the cross functional leadership team for each firming asset.
- Financial accountability for Operations EBITDA for firming assets and the Clark Creek 1 windfarm. The PKET asset will deliver EBITDA of approximately \$120M/pa from 2028, Clark Creek 1 wind farm will generate EBITDA of approximately \$110Mpa from 2025, significantly increasing SQE's total EBITDA.
- Accountable for the project management of the PKET Commercialisation process including financial modelling, Ops readiness, and customer negotiation and budget management (\$110M over 2.5 years).
- Lead a cross functional team to deliver the PKET Commercialisation Energy for Good strategic initiative. This will involve co-ordinating the Operations Readiness, Customer and Energy Markets, Legal, Finance and Corporate Affairs teams to deliver their scope, which is required to successfully ensure PKET is ready for commercial operations.
- Lead the project teams for Dubbo and Illawarra firming assets, (Commercial, Finance and Development teams) working to develop the business cases and ensure successful investment decisions and transition through to operations.
- Work with the GM Asset Management to develop the new Squadron Asset Management Framework, which will focus on commercial operational excellence for all Squadron assets, developing a suite of processes and KPI's to ensure efficient operation of assets in terms of maintenance, safety, EBITDA, commercial contract optimisation, availability, financing etc. The frameworks will need to deliver 20 year

plus strategies for assets considering the particular regulatory, commercial, government, customer, industry, stakeholder, electricity network and operational considerations for each asset.

- Responsible for developing the asset lifecycle plan and the cross functional long-term asset strategies.
- Accountable for asset EBITDA and co-ordinating asset performance and risk and compliance.
- Play a key role in linking Operations to Customer and Energy markets for firming assets.
- Lead the work with the Development, Delivery and Customer and Energy markets team to successfully deliver investable Dubbo and Illawarra firming projects into operate phase.
- Accountable for Ops business planning and budgeting for allocated assets.
- Accountable for SIB budget prioritisation for firming assets – approx. \$10M/pa
- Accountable to Customer and Energy Markets team for Operational support for assets.
- Accountable for Asset management planning and performance reporting for assets.
- Accountable for asset lifecycle management including benchmarking for assets.
- Accountable for business continuity planning for assets.
- Accountable for risk and compliance reporting and opportunity management for assets.
- Co-ordination with Development and Delivery on future projects regarding Commercials and working with Ops readiness on operating costs.

1.2 General Responsibilities

Health, safety, and environment	Comply with all workplace health, safety and environmental obligations and report any incidents, hazards and accidents to the safety and environment team.
Administration	Ensure all documentation is stored and recorded on the Squadron Energy document management system.
Reporting	Ensure that issues and risks are escalated/reported to management in a timely manner.
Financial	Adhere to Squadron Energy and project procedures for purchasing and expenditure in compliance with approved budgets.
Stakeholders	Maintain a professional relationship with all project Stakeholders.
Company	Ensure that all work is carried out in accordance with Squadron Energy's employee policies and standards.

2 Skills and experience

2.1 Experience and knowledge

- Significant experience working in the gas or gas utility industries and developing processes, systems, data reporting and prioritisation tools to enable to efficient operation of assets.
- Experienced in developing a commercial based Asset Management framework that leads to safe, cost effective and reliable operation for various asset types.
- Knowledge of running risk and compliance frameworks for high-risk assets.
- Previous accountability for \$100M/pa EBITDA generation and budget planning ideal.
- Strong knowledge of data-based decision making and visual management.

- Experienced in balancing short-term operational needs with long-term strategic objectives to drive business performance and risk mitigation.

2.2 Skills

- Strong financial and commercial skills.
- Proficiency in Microsoft Office Suite, including advanced capabilities in Excel, Word, and PowerPoint, alongside a solid understanding of Microsoft Teams and SharePoint for collaboration and project management.
- Strong written and verbal communication skills for presenting complex data to diverse stakeholders.
- Proven ability to lead and mentor high-performing teams.
- Knowledge of delivery of asset performance through cross functional teams.
- Skilled at fostering a culture of innovation, accountability, and collaboration.
- Creative and analytical approach to identifying challenges and developing solutions.
- Proficient in risk management, including identifying, assessing, and mitigating financial, operational, and regulatory risks.
- Strong ability to prioritise critical tasks by assessing urgency, impact, and resource allocation to optimise efficiency and decision-making.
- Skills in prioritisation of critical tasks.

2.3 Qualifications

- Bachelor’s or Master’s degree in Commerce, Finance, Legal or Engineering (preferred).

3 Core behavioural responsibilities for all employees

Our values drive everything we do and underpin the culture we seek to create. Integration of our ten core values into our employment practices and frameworks allows Squadron Energy to recognise and respect individual employees for their personal contributions to their roles, their colleagues, our company and stakeholders.

Humility	Courage and Determination	Empowerment	Enthusiasm
Family	Frugality	Generating Ideas	Integrity
Safety	Stretch Targets		

4 Competencies and Traits

The SQE Competency Framework is mapped to define the key competencies as they apply to each level of leadership within the business. This helps employees and managers understand the progression in competence level required to succeed at, and progress through various levels across SQE.

The competencies and traits for the level of your position can be found here ([link](#)).

Squadron Energy is an EEO employer and we value diversity within our company.