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Business Improvement Manager

The Role:

Strategic leader and member of the Senior Leadership Team to lead the business improvement, performance reporting and communication functions and define the Processes, systems and performance reporting strategies and ensures they are aligned with the alliance goals. To maintain the focus on enabling work streams to ensure the creation of an environment in which IOS can thrive and transition to it's ideal future state, drives collective SLT focus on the IOS strategy to ensure the transition of the business to it's ideal future state.

Key Responsibilities:

- Champions the development of processes and systems with particular emphasis on the exploitation of lean thinking and technology to streamline activity and improve efficiency
- Drives in a culture of turning data into usable information to enable smart decision making
- Chairs the SLT Performance meeting
- Creates and implements a comprehensive communications strategy focused on the needs of internal teams and external stakeholders
- Leads on the creation of a strong brand and ensures alignment to that.
- Ensures that activity across IOS complements and supports the development of that brand and mitigates reputational risks
- Identifies and proactively mitigates process, system and reporting risk
- Fosters close working relationships with Asset Management, Operations and the wider business
- Manages strategic stakeholders
- Works to keep all people 'on message' in both language and behavior and strive to align all partner thinking & behaviors
- Identifies opportunity to advance the 'offer' and enhance the contribution to the alliance.
- Ensures the Business Improvement team has clear vision and direction and all members of the team understand how they contribute to the long-term success
- Ensures team members understand their individual roles
- Establishes a supportive environment with a culture of clear expectation setting, timely feedback, effective training & coaching/mentoring support
- Addresses performance issues within the team in a timely and fair manner
- Drives in appropriate behaviors across the team, fostering alliancing behaviors
- Maintains a 3 year look ahead / plan for IOS development
- Provides an ongoing focus for the key improvement and business enhancement opportunities identified
- Work with the alliance to develop a joint strategy for graduate and apprentice training programs which compliments future needs
- Defines a clear communications strategy
- Drives all members of the IOS team to align with and support the strategy: everyone 'on message'
- Fosters links with the communications strategy & other alliances
- Defines the processes and management systems
- Exploits lean thinking and technology to streamline activity and improve efficiency

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Ensures the brand is clearly reflected in communications and behaviors across the business

Key measures & targets:

Ensures the Business Improvement team has clear vision and direction and all members of the team understand how they contribute to the long-term success of IOS

Key relationships:

Asset Management SLT
Partner Management Group
Board

Person Specification:

The successful candidate is likely to meet all of the following criteria:

Degree qualified in an engineering, technical or construction related discipline

Similar role at a strategic or senior level

Leadership experience

Strong coaching/mentoring experience

Working knowledge of Lean Six Sigma, Love Every Minute, or similar

Experience of defining and implementing a communications strategy

Experience of defining and implementing a marketing strategy

Evidence of on-going leadership development and relevant personal development

Experience of working within a similar organisation, ideally an alliance

Leadership within complex, multi-party, multi-site organisations

Success at creating an aligned culture focussed on high performance

Organised - can structure thinking and organise actions. Is able to organise own workload and personal priorities

Can think strategically and have a clear practical sense of how to implement strategy

Excellent communication skills across all business communities

Can inspire, encourage and support others to apply their skills and effort to critical tasks and outcomes

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Able to articulate complex messages succinctly and clearly

Benefits:

As well as offering a competitive salary, remuneration for this role includes flexible benefits, which provides a range of guaranteed benefits including but not limited to:

- Company car/car allowance
- 5% Company pension contribution
- Life Assurance at 2 x notional salary
- Single persons private medical cover
- Permanent Health Cover

In addition you may be eligible for entry into the Company's non-contractual bonus scheme, based upon, among other things, the performance of the employee and of the business unit and/or Company.

About Barhale:

Barhale is one of the largest privately owned infrastructure specialists in the UK and was originally formed in 1980 as a specialist tunnelling contractor diversifying over the years into various civil engineering areas. Barhale works UK-wide across the water, transport, energy and developer services sectors providing design, construction and maintenance services under long-term contracts, with blue-chip public, regulated and private clients. The company employs over 800 people in the UK, has an annual turnover of £120m and a distinctive set of values that are fundamental to our approach to business sustainability.

Our business activity is carried out for the following principal sectors:

Water: Civil Engineering, Tunnelling, Pipelines and Utilities

Transport: Rail, Aviation, Waterways, Highways and Bridges

Energy: Power Generation, Power Transmission and Distribution, Waste

Developer Services: Civil Engineering across private sector developers UK wide

Specialist Businesses: Tunnelling, Mechanical and Electrical and Barhale Construction Services (BCS Group)

How to apply:

Please send your current CV and covering email outlining your suitability for the role and quoting the reference number to careers@barhale.co.uk.

We are an equal opportunities employer. We are determined that no job applicant or employee receives less favourable treatment on the grounds of sex, pregnancy or maternity, gender re-assignment, sexual orientation, religion or belief, marriage or civil partnership, age, race or disability. All information will remain confidential to Barhale and will be handled in accordance with the requirements of the Data Protection Act.