



Global Design Manager

The Role:

To establish a coherent off-shore strategy, developing and nurturing a sustainable external alliance partner based office to support the @one Alliance in delivery of defined solutions post DM1 and DM2. In addition to the formation of off an shore office(s), you will assist the Design Managers of both Water and Water Recycling in the formation of a defined strategy to provide a sustainable high performing support base of industry leading professionals within our partner and supply chain offices to support the @one Alliance deliver and realise the Anglian Water's key business drivers. All external offices will be aligned, taking into account their key strengths, to deliver the @one's strategic and tactical delivery of innovative solutions whilst embedding Innovation, Climate Change Impact, Carbon Reduction and Sustainability.

Key Responsibilities:

Establishing and delivering a coherent off shore strategy and developing a sustainable resource to support the delivery of defined solutions between DM2-DM3:

- To drive innovative challenge to the current way we deliver to formulate a targeted resource to provide delivery support for the @one UK delivery.
- Develop and off shore capacity with the partners to extract the very best staff to build an alliance principled team who will provide focused skills for realisation of solution delivery for the Water and Water Recycling teams.
- Engage the key stakeholders in delivery to embrace the cultural change in delivery and support the formation of both structural of cultural links to the off-shore resource.
- Build a defined programme for those wishing to work overseas to support both CPD and knowledge share.

Establishing and delivering a coherent on-shore strategy and developing a sustainable resource within the partner and supply chain base to support the delivery of solutions and detail design delivery between DM2-DM3:

- To drive innovative challenge to the current way we deliver to formulate a targeted partner and supply chain resource for delivery support for the @one alliance.
- Develop and identify capacity with the partners to extract the very best staff and align them to the principles of the @one for realisation of solution delivery for the Water and Water Recycling teams.
- Engage the key stakeholders in Partner and Supply Chain to embrace the cultural change in delivery and support the formation of both knowledge share and best practice to drive towards industry leading delivery.
- Build a defined programme for those wishing to work for defined periods within the office bases to support both CPD and knowledge share.

Define a sustainable strategy for learning and continuous improvement to drive an industry leading level of skills and knowledge into the UK and offshore, Partner and Supply Chain offices:

- Lead & implement a strategic partner group to drive excellence in delivery and design to support @one's strategic and tactical approach to solution delivery.
- Co-ordinate world best practice in remote working defining the sustainable office/resource of the future.



- Create a structured plan to deliver / build key remote support functions creating centres of excellence to unlock efficiency for the @one's core delivery.

To define and maintain a clear structure for engagement and allocation of workload ensuring clarity in both forward workflow and type to maximise efficiency, aligned with the delivery teams, embedding digital transfer and enrichment of data throughout:

- Co-ordinate and develop clear visibility of workload allowing external functions to build the appropriate level of supported needed in a timely and structured manner.
- Create and implement a clear mechanism/structure for engagement and assignment of work ensuring clarity of both time/cost expectations.
- Define protocols of data exchange and format irrespective of external office infrastructure
- Drive consistency and quality at every level of delivery ensuring structured capable checking and approving of outputs to ensure the highest quality outputs.
- Create and implement a clear change control protocol ensure clear lines of responsibility and expectation.
- Support the Delivery teams in removing blockers and resolving challenges which may arise.

Provide strong visible support at all times and build a staff exchange programme to ensure cultural embedment and best practice whilst managing stakeholder's expectations:

- Identify and develop key relationships within the internal and external offices to leverage their potential and unlocking talent within.
- Create and implement a structured development and exchange programme, in line with HR and partners, to maximise skills within the Alliance and their support offices.
- Create and maintain a best practice group to ensure adoption of method, process and innovation remains consistent through the offices irrespective of location.
- Create and maintain skills matrix ensuring clear capacity/skills alignment and adherence to CDM Competence.

Key Relationships:

- @one Management Team
- Partner Groups & APMG
- Pan Alliance
- Supply Chain Collaborative Working Groups
- Partner HR Supports
- Delivery Team
- External Office Managers
- Supply Chain Design Managers

Person Specification:

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

Essential

- Degree level Industry related.
- Proven experience in developing best practice.
- Proven track record in Design Management.
- Innovative & Proactive.
- Can clearly communicate the strategy and provide direction.

come and work with us



- Excellent communication skills, including the ability to communicate financial information to non-financial managers.
- Strong collaborative & engagement skills.
- Ability to deliver quality outputs within tight deadlines.
- Managing any conflict between the demands of @one Delivery Teams and remote teams.
- Takes personal responsibility for continually improving own knowledge, skills and networks.
- Self-starter, resilient, adaptable and flexible and able to overcome blockers.

Desirable

- Proven ability in delivering business objectives at a strategic level
- Experience in running off-shore offices

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:

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

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 600 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.