Performance Delivery Manager

The Role:
The Performance Delivery Manager Role is responsible for delivering the following capabilities to the business: Performance Management, Data flow/ Data Integrity and Analytics. These functions will monitor, sustain and improve performance of the @one alliance. This will include the development of a fully integrated performance platform, which provides good quality information to enable decision making and drive performance.

Working with the Performance Manager and the Head of Finance and Performance this role will set performance targets, encourage improvement and enable outperformance to be delivered in @One. This role will ensure consistent, effective, efficient performance management and reporting to enable the @One alliance to maximise efficiency to realise opportunities and minimise risk.

Key Responsibilities:

Performance Management
Provide the SLT and Delivery Teams with information and technical support on @One Performance.
This will consist of:
- Balance Scorecard reporting
- Performance analysis of business initiatives including whitebook progress
- Delivery Team Reporting
- Other functional data/measures
- Reporting Calendar

Information with be available to self-serve or schedule to stakeholder groups. A live suite of information and reports will support the end user requirements and drive business improvement.
Information will be tailored to site/office/mobile environments and the data flow/warehousing and generation of reports is through Business Intelligence platforms.

Data Flow and Analytics
Manage the production and visualisation of data from systems. This will enable greater control through warehousing of data, reducing manual handling and improving our data quality.
Deployment of a controlled suite of Business Intelligence tools to generate reports and provide information to suit stakeholder requirements.
Analysis will be delivered by the Performance Team and detailed insights can be developed in conjunction with the Delivery/Functional teams. This will include analysing trends and movement of the @one performance
Data flow and analytics designed to support the business. The systems used will be configured to capture and share information via a controlled process to the common warehouse environment ensuring data integrity (One version of the truth)
Data quality improvement is achieved through in-built assurance workflows for data input and validation.
Development of Predictive Analytics/Hyperintelligence / AI / Machine Learning capability.
Minimise manual handling of data through automated data capture and data flow process.
Analysis and insights delivered through a suite of Business Intelligence tools.

Key relationships:

Alliance Leadership Team
Business Unit Management Team
Commercial team
Anglian Water
Alliance Partner Organisations

Person Specification:

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

Essential

Proven experience of working in a performance Environment
Has an understanding of analytical tools
Experience in developing a performance reporting framework and development of reporting software.
Experience of working in the Utilities sector would be advantageous.
Financial analytical experience in a project environment
Dynamic personality with the ability to build trusted stakeholder relationships and wide support networks.
Strong external communication skills
Ability to create concise and insightful communications for dissemination to all stakeholder groups.
Completer Finisher skill set essential.
Able to manage pressure, meet strict deadlines, have an ability to challenge operational management at all levels
Excellent team player

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.

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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.

Safety | Communication | Quality | Integrity | Team*Spirit* | Caring | Trust | Pride