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Performance Change Manager

The Role:

Here within the @one Alliance we are a totally collaborative organisation made up of our seven partner companies (Anglian Water, Balfour Beatty, Barhale, MMB, MWH Treatment, Skanska and SWECO) and our extended supply chain, delivering over half of Anglian Water's capital investment programme.

We are heading into our latest Asset Management Period, known as AMP 7 and this will see us deliver a £2bn programme of work over the next five years. Are you ready to join us as we gear up to deliver the most exciting and innovative AMP we have ever seen.

To aid our quest in providing enhanced ways of working to meet more stringent legislation and greater customer expectations, we are looking for a Performance Change Manager to join the team and lead on a number of innovative projects.

Key Responsibilities:

Deliver project management support to ensure successful delivery of transformation projects including process and change management. This will be supported by a Transformation Project PMO.

Support the Digital & Technology Investment Committee (DTIC), strategic objectives and the Whitebook Projects.

Ensure projects get delivered on time and to the required scope and quality

Working with the Performance Manager and the Head of Finance and Performance, encourage improvement and enable transformation projects to be delivered across the Alliance.

Produce consistent, effective and efficient performance management and reporting to enable the @One Alliance to make informed decisions, maximise opportunities to drive efficiency and minimise risk.

Person Specification:

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

Have a solid understanding of how people view and adapt to change and the role you play in implementing new ways of working and thinking across a complex organisation.

Experience of defining a campaign to successfully transfer a project/ product to business as usual

Have a track record of delivering digital change projects whilst successfully managing large stakeholder groups.

Highly competent in managing data and detailing this to less data- driven audiences, you'll implement your change management principles, methodologies and tools in a collaborative and engaging fashion.

Be able to communicate your project vision and goals, you'll actively listen to your customer base to deliver true value across the Alliance

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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

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.