Oper

Job Description:
Head of Energy Management

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| Function: | Global Hard FM and and Command Centre Network  |
| Position:  | Head of Energy Management  |
| Job holder: |  |
| Date (in job since): | 2023 |
| Immediate manager (N+1 Job title and name): | Global VP Hard FM and Command Centre Network  |
| Additional reporting line to: | N/A |
| Position location: | No fixed place of work  |
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| 1. Purpose of the Job – State concisely the aim of the job.  |
| * The Group VP Energy Management will contribute to the growth of Sodexo sales and results through the

development of the energy management strategy, driving capacity, offers and infrastructure, globally, regionally and in-country.  |
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| 2. Dimensions – Point out the main figures / indicators to give some insight on the “volumes” managed by the position and/or the activity of the Department. |
| Revenue FY16 €M**Growth accounts/****division****Growth & new pharma clients**  | EBIT growth: | tbc | Growth type: | €M  | Outsourcing rate: | n/a | Region Workforce | CIRCA employees  |
| EBIT margin: | tbc |
| Net income growth: | tbc | Outsourcing growth rate: | n/a | HR in Region  | 1 x HRBP  |
| Cash conversion: | tbc |
| Characteristics  | * Current accounts:
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| 3. Organisation chart – Indicate schematically the position of the job within the organisation. It is sufficient to indicate one hierarchical level above (including possible functional boss) and, if applicable, one below the position. In the horizontal direction, the other jobs reporting to the same superior should be indicated. |
| * The position reports to Global VP Hard FM and Command Centre network.

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| **4. Context and main issues** – Describe the most difficult types of problems the jobholder has to face (internal or external to Sodexo) and/or the regulations, guidelines, practices that are to be adhered to. |
| * The Global VP Energy Management is the company BPO with regards to energy management processes, techniques and tools with the right level of expertise on how to adapt and apply various areas of energy management throughout the Regions and Segments.
* Promote the wider understanding of Net Zero and carbon reduction and energy management (EM) initiatives as a non-core contract opportunity, or core contract deliverable with the wider marketing, sales and operational business community.
* Support the business understanding and awareness of regulatory changes in the market and energy procurement globally
* Support with the recruitment/development and management of teams to support clients globally/regionally on their net zero and energy management strategies
* Support with the development of net zero solutions including EV, Solar and Batteries
* Build innovative go-to-market products/solutions for customers on energy management and net zero and support the role out of these at a global, regional and country level
* Promote the wider understanding of the investment options available to us within Sodexo and for our customers, as well as the opportunity to access industry body and central/local government and objective funding.
* Promote the wider understanding of the commercial opportunities related to EM, Net Zero and carbon reduction initiatives in terms of return on investment for Sodexo and its’ customers as well as opportunities for shared savings initiatives and projects.
* Communicate across the business to professional families, expert networks and identified stakeholder groups upon:
	+ The technical aspects and solutions within the context of the energy management discipline at a level of detail appropriate to the audience, and underpin with collateral
	+ The commercial aspects of energy management solutions, initiatives and projects at a level of detail appropriate to the audience, such as funding sources, investment requirements, benefit, return on investment.
* Create an energy management position across the organization which will promote the recognition of energy management related business growth opportunities and promote the creation of infrastructure, competency, capacity and technology in order to optimize the conversion of prospects to delivered opportunities
* Contribute to the consolidated technology and IOT strategy to support EM:
	+ - Through the establishment of a detailed understanding of our requirements, our customer’s current, emerging and future anticipated customer requirements.
		- Communicating customer and user requirements into the FM technology and digital teams.
		- Informing marketing insights with regional marketing teams through the professional families and expert networks.
		- Informing upon opportunity with the global segment growth teams.
* Engage with the region and operating segments to understand their requirements and any capability gaps or future needs
* Contribute/drive to the creation of capability within Command Centres to delivery front line and back-office energy management/analysis support and activities
* Contribute/drive to the creation of mature, strategic and local supply chain relationships aimed at delivering and supporting the delivery of core EM services and initiatives.
* Work with local (in country) teams to identify and establish relationship(s) with local (in country) investment partners in order to enable opportunities to deliver EM / Net Zero initiatives and projects.
* Develop and innovate the comprehensive suite of Energy Management services to make best use of technology, data and analytics
* Engage with the segment operations to support the deployment of the comprehensive suites of Energy Management services
* Build and maintain the understanding and awareness of the energy management and sustainability services demand within operational segments; in order to best utilize capability
* Leads and coordinates all Group energy management development of the Energy Management Manuals and support of the deployment activities in the Regions/Segments
* Continue to support Service Development based on new Global Service Brief raised from Segment Marketing
* Support the Segments in promoting an energy management culture and expertise with their clients
* Liaise with the FM Service development, Segment marketing and bid teams to embed project management within our offers and client value propositions
* Promote the Safety agenda in all areas of business and act as an ambassador for all safety matters/initiatives
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| 5. Main assignments – Indicate the main activities / duties to be conducted in the job. |
| **Energy Management Strategy and Framework*** Continue to develop the Energy Management Strategy and Framework for Sodexo, taking into account the future requirements of our clients and the capability within the group.
* Ensure the activity is consistent with the development of other FM and food initiatives
* Build innovative go-to-market products/solutions for customers on energy management and net zero and support the role out of these at a global, regional and country level
* Promote the wider understanding of the investment options available to us within Sodexo and for our customers, as well as the opportunity to access industry body and central/local government and objective funding.
* Promote the wider understanding of the commercial opportunities related to EM, Net Zero and carbon reduction initiatives in terms of return on investment for Sodexo and its’ customers as well as opportunities for shared savings initiatives and projects.

**Energy Management Framework Deployment*** Coordinate the deployment of the Framework and Tool throughout the Regions and Segments to ensure process standardization and compliance
* Continue the update of a training strategy and material to improve the overall capability of our teams
* Manage and build a network of energy project management practitioners that will support the deployment of our initiatives

**Professional Family and Expert Network*** Support the Hard FM professional Family with content, updates and requirements as appropriate.
* Leadership of the Energy Management expert network in accordance with the FM platform Expert Network terms of reference.

**Energy Management Development*** Provide tender support for strategic tenders within Segments and Business Units
* Provide project management support for strategic contracts
* Support the roll out of the Sodexo initiatives using project management processes and tools
* Assist in the coordination and planning of the department budget activities
* Manage the submission of financial reporting and forecasting
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| 6. Accountabilities – Give the 3 to 5 key outputs of the position vis-à-vis the organization; they should focus on end results, not duties or activities. |
| * Be the BPO of the global Energy Management Framework, Processes and Tool
* Actively manage the SME Network to ensure Framework standardization, deployment and usage in all Regions/Segments
* Develop new global Services based on Service Brief from Segments
* Support the segments to improve sales growth through the execution of new projects and contracts
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| 7. Person Specification – Indicate the skills, knowledge and experience that the job holder should require to conduct the role effectively |
| **Essential*** Facilities/Engineering degree/Technical background
* Experience in integrating energy management solutions into Facility Management
* Experience of having operated successfully within an outsourced B2B environment
* In depth understanding and awareness of regulatory changes in the market and energy procurement globally
* Extensive experience managing teams to support clients globally/regionally on their net zero and energy management strategies
* Experience in product development for carbon reduction targets such as EV, Solar and Batteries
* Experience building innovate go-to-market products/solutions for customers
* Development of sustainable business model innovations and financial enablement strategies
* Proven experience in working across geographical boundaries and building diverse teams (including virtual)
* Demonstrable track record of developing successful strategies across a broad portfolio of target areas
* Strong relationship management skills
* Development of commercially viable solutions based on rigorous techniques to understand business needs and price products/services accordingly
* Proven financial acumen essential with commercial experience and business acumen
* Proven track record of initiating and leading demanding business transformation programmes
* Proven experience of developing profitable relationships with clients
* Proven experience in identifying new business
* Excellent communication, influencing and facilitation skills
* High standards of numeracy and written communication, particularly sales/bid copy
* Continuous professional development in industry/specialism

**Desirable*** Representative and active involvement on Industry bodies
* Degree/Masters/Professional qualification

Other relevant information * Regular travel and overnight stays may be required to undertake training and support wider business requirements
* To relieve and assist in other establishments in certain circumstances.
* To attend meetings and training courses as requested.
* This job description is intended to give the post holder an appreciation of the role envisaged and the range of duties and responsibilities to be undertaken. It does not attempt to detail every activity. Specific tasks and objectives will be agreed with the post holder at regular intervals. The post holder will be required at all times to perform any other reasonable task, as requested by the Line Manager in order to meet the operational needs of the business.
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| 8. Competencies – Indicate which of the Sodexo core competencies and any professional competencies that the role requires |
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| * Client Growth and Customer Satisfaction
 | * Innovation and Change
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| * Rigorous Management of Results
 | * Brand Notoriety
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| * Leadership and People Management
 | * Planning and Organising
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| * Analysis and Decision Making
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| * Industry Acumen
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