

Field Resource Manager

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Company: Siemens Gamesa

Location: Gdańsk

Category: life-physical-and-social-science

It takes the brightest minds to be a technology leader. It takes imagination to create green energy for the generations to come. At Siemens Gamesa we make real what matters, join our global team.

Siemens Gamesa is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. In our culture of trust, we focus on empowerment, diversity, and continuous learning. Valuing our people is what makes us one global team, with our colleagues' safety at the heart of our organization.

As our new Field Resource Manager based in Poland, you will play an important role in the dynamic Resource Management & Planning department for Service Region NEME Onshore.

The department is tasked with managing Site Logistics, Resources, Tooling & Equipment, and Planning to support our operations effectively.

We are on the brink of launching an active recruitment drive for our new operation in Poland, and as our Field Resource Manager, you will be instrumental in this process, steering the direction of our growing team focused at supporting area of Central-Eastern Europe.

Your Contribution to Our Vision

Your leadership is instrumental in creating a cohesive and inclusive work environment.

Through effective people management, you will significantly enhance our collective capabilities. Key areas of responsibility include, but are not limited to:

Active Recruitment and Team Management: Overseeing a team of approximately 15 specially trained technicians, taking on both functional and disciplinary leadership roles to ensure team coherence and discipline.

Training and Contractor Coordination: Utilizing the support of coordinators within your team to manage training programs and contractor activities, ensuring all team members are up to standard and effectively utilized.

HSE Compliance: Guaranteeing that all operations strictly adhere to HSE Directive compliance, maintaining our commitment to safety and environmental standards.

Resource Planning and Control: High emphasis on planning and utilization of both internal and external resources for major component replacements and extensive service campaigns on our wind turbines. This involves long-term planning based on technician availability, qualifications, and experience.

Qualification Verification: Ensuring both internal and external technicians meet our high standards of service and safety.

Stakeholder Management: Managing multiple stakeholders, you'll engage closely with the local operations team, regional major projects department, and regional field resource managers. This role emphasizes the creation of strategic partnerships and collaborative efforts to refine resource planning, all aimed at delivering exceptional service standards.

Administrative Oversight: Ensuring through the resource coordinator that all administrative tasks, including SAP bookings, time recordings, and invoice verifications, are executed accurately and efficiently.

Continuous Improvement Collaboration: Working with the commercial team on improvement projects to continuously enhance our processes and services, fostering a culture of innovation and efficiency.

What You Need to Make a Difference

Leadership: At least 5 years of leadership experience, demonstrating the ability to effectively take charge, with a proven track record in managing remote teams and maintaining high retention rates. This role demands not only proven leadership capabilities but also exceptional communication skills, ensuring you can inspire your team and negotiate effectively with both internal and external stakeholders.

Technical Background: A foundation in technical knowledge, acquired through education or industry experience, ideally related to wind turbines or renewable energy.

Relevant Experience: The ability to swiftly adapt to dynamic business environments is crucial. Experience in wind turbine site management or a similar field is beneficial.

Stakeholder Management: Proficiency in managing relationships with both internal and external stakeholders, especially subcontractors, ensuring strong, productive partnerships.

Effective Communication: Leveraging strong communication skills to foster a transparent and supportive environment for our team and stakeholders.

Emotional Intelligence: The ability to read situations and instantly adapt interaction styles, creating a familiar and trustworthy presence for our technicians.

Balanced Judgment: A strong adherence to rules, balanced with decision-making based on trust and respect, avoiding micromanagement.

Cultural Agility: A passion for working within a multicultural environment and excellent communication skills, essential for managing a diverse team across different countries.

Flexibility for Travel: Although the role is predominantly remote, it requires the flexibility to occasionally travel on-site.

Practical Experience over Education: A preference for hands-on experience and a passion for the challenges of deploying our workforce internationally, over formal education credentials.

Problem-Solving Attitude: A solution-oriented mindset that thrives on overcoming challenges.

Technical Skills: Proficiency in IT, particularly MS Office, with language requirements including fluency in English.

In return of your commitment, we offer you...

Become a part of our mission for sustainability: Clean energy for generations to come. We are a global team of diverse colleagues who share a passion for renewable energy and have a culture of trust and empowerment to make our own ideas a reality. We focus on personal and professional development to grow internally within our organization.

Empowering our people

How do you imagine the future?

Other information

For further information regarding the recruitment process, please contact the primary recruiter

Jeffrey van Dooren through email:

Please mention the Job ID in the email.

Please apply in English via the apply button.

We kindly draw your attention to the fact that this email may NOT be used for sending applications or CVs for evaluation.

#Associate

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