

## ROLE DESCRIPTION

<b>Job Role:</b>	FPSO Integration and Topsides Delivery Manager (Head of Technical Integration)	
<b>Job Level:</b>	<b>Work Location:</b>	<b>Department:</b>
HBR Grade:	Indonesia	Tuna Asset
<b>Purpose of Role:</b>	<ul style="list-style-type: none"> <li>Responsible for the respective teams delivery of FPSO repair and life extension and hull integration activities in dry dock, delivery of hull to integration yard, and delivery, integration and mechanical completion of topsides modules into the hull alongside up to sail away. The role shall be responsible for ensuring delivery of a quality product in a safe, on time, on budget, environmentally compliant manner, complying with all regulatory requirements, legislation and HBR HSESQ procedures.</li> </ul> <p>This position will be on an initial direct contract basis with HBR, reporting directly to the FPSO Delivery Manager until hull integration activities are complete, and thereafter to the Development C&amp;I Manager.</p>	
<b>MAE*/MATTE* and HSE* Critical Responsibilities:</b>	<ul style="list-style-type: none"> <li>Outline the HSE/Safety Critical responsibilities of the role</li> <li>Ensure that all activities are carried out in a safe manner complying with all regulatory requirements, legislation and Harbour Energy HSEQ procedures</li> </ul>	
<b>Employment Status:</b>	Employee Fixed Term National (Indonesian)	
<b>Key Personal Attributes:</b> (Refer to Appendix 1 for guide. Select top 5 as appropriate.)	<input checked="" type="checkbox"/> Communication and Influence <input checked="" type="checkbox"/> Accountability, Decision Making and Judgement <input type="checkbox"/> Teamwork <input type="checkbox"/> Leadership and Supervision <input type="checkbox"/> Coaching	<input checked="" type="checkbox"/> Adaptability/Flexibility <input type="checkbox"/> Conflict Prevention <input type="checkbox"/> Problem Solving <input checked="" type="checkbox"/> Results Orientation <input checked="" type="checkbox"/> Promotes Harbour Energy's Core Values and Business Principles
<b>Critical Skills* Qualifications Experience, etc.:</b> (* Indicate either preferred or essential.)	<ul style="list-style-type: none"> <li>Qualifications :               <ul style="list-style-type: none"> <li>Bachelor degree majoring in Engineering (Offshore / Mechanical / Ocean Engineering).</li> <li>Valid TBOSIET and/or BOSIET / Offshore FTW Certification / Incident Investigation.</li> </ul> </li> <li>Experience :               <ul style="list-style-type: none"> <li>Extensive working experience in offshore oil and gas industry, with a primary focus on FPSO fabrication, construction, transportation and installation. Must have an abundance of experience in a senior project leadership equivalent FPSO role on the client side.</li> <li>Must have extensive experience in project engineering and project management.</li> <li>Must have competence, experience and exposure to integration projects with the FPSO community with demonstrable delivery of targets.</li> <li>Must have demonstrable competence in promoting HSESQ and ensuring that that all FPSO construction and integration activities are performed according to the applicable HSESQ regulations and procedures.</li> <li>Must be able to demonstrate; coordination of manpower (onshore across all assigned disciplines), coordination of schedule including critical path analysis, influence design to facilitate optimal construction and integration activities, maintain management of installation, commissioning and completion activities of materials and equipment, deliver construction and integration progress as per plan, identify potential issues, and ensure implementation of mitigation actions, understand and manage the industrial relations within the yard environment</li> </ul> </li> <li>Critical skills :</li> </ul>	

	<ul style="list-style-type: none"> <li>○ Key personal attributes shall include demonstrable ability to communicate, influence, be accountable for decision making, possess strong judgment, be able to lead, supervise, coach, whilst candidates should be flexible, results orientated and be able to promote HBR's core values and business principles.</li> <li>○ Must have good negotiation and presentation skills.</li> <li>○ Must have demonstrable in-depth knowledge of FPSO repair &amp; life extension, hull integration, topsides modules fabrication and installation, and the integration processes and techniques employed in floating infrastructure projects.</li> <li>○ Possess in-depth knowledge on safety procedures and regulations, in both fabrication yards and shipyards, and associated emergency response procedures.</li> <li>○ Must have demonstrable multi discipline engineering knowledge.</li> <li>○ Must have in-depth knowledge of project construction QHSES, best practices, and regulations.</li> <li>○ Must have demonstrable knowledge and competence in onshore planning for FPSO project.</li> <li>○ Proficient in MS Office and other construction management tools/software including Primavera.</li> <li>• Fluent in English (written and spoken).</li> </ul>			
<b>Reports to:</b>	<ul style="list-style-type: none"> <li>• Head of Technical Integration</li> </ul>			
<b>Signatures:</b> (Print form, sign and date.)	Employee Signature	Click or tap to enter a date.  Date	Manager Signature	Click or tap to enter a date.  Date
<b>* Abbreviations:</b> HSE        Health, Safety and Environment MAE        Major Accident Event MATTE     Major Accident to the Environment				
<b>Last Reviewed or Updated:</b>	Click or tap to enter a date.  Date			

## APPENDIX 1 KEY PERSONAL ATTRIBUTES

### COMMUNICATION AND INFLUENCE

Understands the value of clear, well thought out communication and active listening, coupled with honest and respectful responses to achieve positive outcomes and maintain productive relationships.

### ACCOUNTABILITY, DECISION MAKING AND JUDGEMENT

Understands that part of business success is a result of individual and collective decision-making, based on sound judgement, competency and integrity.

Willing to accept responsibility for their actions and executes work in an honest and respectful way that materially influences how Harbour Energy and its employees are perceived by stakeholders.

Recognises the importance of fact over opinion and that the best solution may not always be the most obvious.

### TEAMWORK

As a team member, displays a consultative, non-territorial and collegiate approach that promotes trust and support.

As a manager, recognises that caring passionately about the welfare and wellbeing of their people as much as the business itself delivers and sustains a positive team dynamic, commitment, team spirit, pride, trust and group identity.

### LEADERSHIP AND SUPERVISION

As a leader, develops a broad understanding of Harbour Energy's Core Values and Business Principles. Recognises opportunities and threats, industry trends, emerging technology and displays initiative, energy and commitment in carrying out Harbour Energy's Core Values through inspiration, an active coaching style utilising appropriate resources and a safe proactive culture.

As a supervisor, has clarity of purpose to successfully influence and focus the team on the safe achievement of the planned objective utilising effective planning and appropriate resources.

Ensures that the right information is provided at the right time to promote excellent decision making; takes advantage of the collective expertise of team members to undertake and deliver the work; encourages knowledge exchange within the team; helps decide where to invest critical resources; links long-range visions and concepts to daily work tasks.

### COACHING

Recognises and supports the notion that 'their success is my success' and that investing in coaching time is advantageous for both Harbour Energy and the development of individuals.

### CONFLICT PREVENTION

Takes proactive and timely steps to prevent situations that could otherwise result in unnecessary confrontations and negatively affect the ability to work together in a positive and constructive manner.

### ADAPTABILITY/FLEXIBILITY

Copes under pressure and views adaptability and flexibility as positive attributes

### PROBLEM SOLVING

Possesses the ability to carefully and systematically tackle a problem in a timely fashion, utilising a logical approach to deliver a safe and economical outcome.

### RESULTS ORIENTATION

Takes active responsibility for the achievement of collective and personal goals and objectives within agreed timeframes within the framework of Harbour Energy's Core Values and Business Principles.

### PROMOTES HARBOUR ENERGY'S CORE VALUES AND BUSINESS PRINCIPLES

Understands and actively promotes Harbour Energy's Core Values and Business Principles in all aspects of their professional life.

## ROLE EVALUATION ADDITIONAL DETAILS

<b>Job Role:</b>	FPSO Integration and Topsides Delivery Manager (Head of Technical Integration)
<b>Role Description Identification Number</b>	Click or tap here to enter text.
<b>Major Challenges:</b> This considers the impact of the role on the organisation, the extent of the difficult decisions required, the level of innovation and complexity of communications associated with the role.	<ul style="list-style-type: none"> <li>Click or tap here to enter text</li> </ul>
<b>Financial Accountability:</b> e.g. Opex/Capex, Budgets, Production, DOA etc. the role is responsible for. The quantifiable data should be based on broad numerical values & not detail the annual targets of the role.	<ul style="list-style-type: none"> <li>Click or tap here to enter text</li> </ul>
<b>Management Relationships:</b> Including number of internal direct/indirect reports, external relationships, functional reporting relationships, relevant peers the role interacts with.	<ul style="list-style-type: none"> <li>Click or tap here to enter text</li> </ul>
<b>Any Additional Role Requirements:</b> Add any other information relevant to the role not captured above	<ul style="list-style-type: none"> <li>Click or tap here to enter text</li> </ul>
<b>Last Reviewed or Updated:</b>	Click or tap to enter a date. Date