

EMPOWERING HUMANITY BY ADDRESSING THE TOUGHEST CHALLENGES OF ENERGY DELIVERY

Project Head

About us

Sterlite Power is India's leading integrated power transmission developer and solutions provider, focused on addressing complex challenges in the sector by tackling the key constraints of time, space and capital.

We believe that electricity access transforms societies and delivers long-lasting social impact. Sterlite Power is uniquely positioned to solve the toughest challenges of energy delivery.

We are guided by our core purpose of empowering humanity by addressing the toughest challenges of energy delivery. Our four core values form the pillars of our organisation:

1. Respect: Everyone Counts
2. Social Impact: We work to improve lives
3. Fun: "Thank God it's Monday!"
4. Innovation: A new way today

Sterlite Power is a leading global developer of power transmission infrastructure with projects of over 10,000 circuit Km's and 15,000 MVA in India and Brazil. With an industry-leading portfolio of power conductors, EHV cables and OPGW, Sterlite Power also offers solutions for upgrading, uprating and strengthening existing networks. The Company has set new benchmarks in the industry by use of cutting-edge technologies and innovative financing. Sterlite Power is also the sponsor of IndiGrid, India's first power sector Infrastructure Investment Trust ("InvIT"), listed on the BSE and NSE.

For more details, visit: www.sterlitepower.com

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Job Description

Role Description	
Role Title	Project Head
Role Summary	Project Head is accountable for the success or failure of multiple projects. Typical responsibilities of a project head include Planning, Executing, and Closing of the projects involving underground excavation & Power cable laying.
Working with	Head Business Unit
Grade	
Package	
What the role entails – Key accountabilities / responsibilities	<ul style="list-style-type: none"> • Full & Final responsibility for planning and execution of Projects within budget cost and time by norms/regulations. • Ability to take end to end ownership of multiple project delivery, with a special focus on project delivery excellence. • Provide guidance/ suggest corrective actions to the project managers for operational changes. • Co-ordinate all project related activities by working in tandem with Site Heads, Head - Project & Risk Mgmt., Head-Bidding, Head-SCM, Head-Design & Engg., Finance Controller. • Ensure that the execution meets the adequate safety measures as the project involves underground power cable laying by making sure the project managers work closely with the QHSE leader. • Ensure projects don't get delayed due to hindrances in the designated route by creating multiple check process before excavation. • Proactively identify potential problems and develop mitigation plans for the project managers to execute. • Dynamically lead large, geographically dispersed teams through a "hands-on" management approach. • End to end responsibility for the projects, right from the bidding phase until the closure of the projects. • Responsible for preparing the Execution Plan and ensures timely reviews as the project progresses and refines the plan accordingly. • Review budget proposals and recommend subsequent budget changes where necessary as the project progresses. • Proactively communicate with the customer/client on progress, project plan and timelines at regular intervals. • Analyses monthly project budget & quality performance and take necessary action to return the project to plan. • Ensure adequate cash flows are available to support multiple projects and accordingly coordinate with Finance team.

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	<ul style="list-style-type: none"> Define project success criteria and disseminate them to involved parties across multiple projects. Collaborate with internal functions Technical, Sales, Finance, HR etc. to ensure necessary budgets, workforce and requisite approvals are in place.
Role Demands (travel)	Occasional travel based on the project requirements
Location	Delhi

	Essential	Desirable
Education, Experience, Certification, Exposure, Stakeholder interfaces	A seasoned project leader with around 15+ years of experience with well-respected organisations.	Experience in leading cross-country projects
	Graduate in Electrical Engineering.	P.G. Diploma in Business Management / PMP Certification
	10+ years of experience in the Industrial Electrification / Substation Erection projects.	Experience in Metro Railways, Underground distribution system, smart city projects etc.
	Experience in leading external stakeholder management.	

Functional Requirements	
Strategic	Responsible for planning and execution of project – regularly report project status across sites to the PRM team and the Business Head.
	Develop and recommend project execution plan/schedule and deviations from approved plans.
	Establish and strengthen construction management process; Ensure adherence to construction process guidelines for underground excavations.
	Predict future outcomes of decisions taken and prepare contingency plans for worst-case scenarios and communicate it to the Project Managers.
Financial	Provide inputs for pre-bid lobbying, final commercial offer, project staffing (sub-M3 level) and finalisation of the vendor.
	Require knowledge in the direct and indirect costing of the project and cash flow sequencing to adjust to the prevalent market swings.
Operational	Review Civil design, engineering and construction technical

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	documentation to ensure compliance with applicable government and industrial norms.
	Monitor and inspect project sites regularly to ensure that all quality control and safety procedures are being adhered to.
	Update schedules, estimates, forecasts and budgets as required.
	Manage internal interfaces with Bidding, Finance Controller, Head-PRM, Head-SCM and Head-Design & Engg. for resolution of significant issues.
	Align with Head-SCM on a regular basis to ensure that EPC vendor works effectively as per SLAs.
	Monitor and track EPC vendor performance on a regular basis based on inputs from project managers.
People	Manage unique resources across multiple projects in an effective manner to avoid resource shortages.
	Maintain regular interaction with the client and communicate about the status of the projects.
	Provide clear objective deliverables to all team members and manage contingent workforce from a compliance standpoint.
	Evaluate the performance of immediate subordinates based on the targets set for the financial year and prepare an MIS accordingly.

	Behavioural Competencies	Yes/No	
Execution	Achievement Orientation	Takes calculated risks to deliver significant value to the business	
		Thoughtfully commits significant resources in the face of uncertainty to reach challenging goals	
	Altrocentric Leadership	Communicates a compelling vision, often with a sense of a higher purpose or mission	
		Generates excitement, enthusiasm and confidence in the group mission	
		Inspires the team to achieve their own and the strategic goals of Sterlite; Empowers the team to perform to their best and beyond	

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	Impact and Influence	Brings a coalition of people together to support an idea, project or change	
		Builds behind-the-scenes support for a specific agenda based on an understanding of the informal influence hierarchies and the organisational culture	
	Initiative	Proactively takes action to avoid a problem or exploit an opportunity and persists in it	
		Responds quickly and acts decisively to address potential threats or crises	
		Evaluates and establishes norms/ processes that enable quick and timely decision making within Sterlite	