

Job Description



LIBERTY GLOBAL

Job title:	Senior Manager Network Construction	Country/Location:	Ireland - Broomhill/Ballymount
Reporting to:	VP Access Deployment - UK/IE	Department: (e.g. Delivery Management)	Access Deployment UK/IE
Business Group: (e.g. CTO, Finance)	Access Networks	Key Stakeholders (Internal/External/ In-country/ Regional/ Global):	Access; Strategy, Engineering, Expansion, Programmes, Optimisation, CN&O, Field Operations, Local OpCo Business Stakeholders
Number of reports: Specify: -Direct -Indirect -Dotted line	4 Direct Reports	Budget Responsibility (€m):	€35m capex annually - typical
Turnover/Revenue Responsibility (€m):	N/A		

Job Purpose

- To lead the Construction team within the UK/IE Access Deployment function of Access Networks responsible for the in country build out of our fibre and HFC networks in Ireland
- This role will be primarily focused on the following key local access network growth programmes – network new build and expansion, upgrade, segmentation, spectrum expansion and build out of local B2B access networks

Key Accountabilities

- To lead, manage and own the local in country construction activity of key network programmes that underpin sustainable growth across Consumer and Business for Virgin Media in the following areas
 - Expansion / Upgrade / New Build / B2B
 - Spectrum Expansion
 - Capacity Upgrades – Segmentation / Node Splits
 - Diversionary Works
 - In country National/Metro fibre build and expansion required for Core Domain
- To manage the financial budgets associated with the key network programmes including input into budget creation, Capital Expenditure Request approvals, monthly budget adherence, managing WIP and accruals, Departure from Estimates submissions and approvals and delivery of the unit cost per home per programme.
- To lead, develop, motivate and support direct reports, to deliver on business objectives and targets and effectively performance manage their assigned teams, instilling within the team a high standard of professionalism and performance
- Local contractor management responsible for local civils/cabling/activation activities, ensuring compliance with build best practices across contractor base together with the financial controls associated with contractors
- Plant Protection and Emergency Restoration for the in country fibre and HFC networks
- Adherence to local legislation & rules (e.g. permits, interfacing & negotiation to authorities, processes, Purple Book specifications)
- To effectively plan and manage the operational and capital budget and resources for the department identifying and implementing strategies that drive operational efficiencies and tangible cost reductions where possible.
- To ensure the agreed annual business targets and objectives are achieved in line with monthly budget commitments
- To effectively manage a risk register for the department deliverables ensuring the necessary remedial actions are undertaken in a timely manner to ensure targets are achieved



- To ensure key metrics and reports to manage and measure performance and improvements are in place to support the department in a strong business based approach
- Manage associate awareness; identify training requirements for Health, Safety and Environment and DTTAS Guidelines for Managing Openings in Public Roads 2017 in line with Company policy and to ensure the protection of the public and associates from risks of injury by making sure Health and Safety Guidelines are followed

Knowledge & Experience

Preferred education/ qualifications:

- Educated to Degree / Master's Degree level in Engineering, Science or Business Administration, or an equivalent combination of training and experience

Specific Knowledge & Experience:

- 10+ Years' experience of operating at a senior management level preferably in a construction or project management related role in a large scale telecoms MSO environment
- Significant experience and proven ability in managing people and teams to deliver on business objectives in a fast moving, dynamic, multi-cultural environment
- Excellent knowledge of business processes frameworks and high level understanding of networks, systems & applications and their interdependencies
- Significant experience of project management techniques including planning, resource allocation, prioritization and escalation
- Demonstrable strategic outlook, commercial awareness, financial acumen and previous significant budgetary ownership.
- Demonstrable strong influencing and persuasion skills, encouraging colleagues and teams to change established processes and achieve improvements and best practice
- Demonstrable expertise in change management programmes
- Demonstrable experience of negotiating and managing high value 3rd party contracts.
- Stakeholder management experience.
- Strong working knowledge of DTTAS Guidelines for Managing Openings in Public Roads 2017 (Local Authority 'Purple Book').
- Knowledge of current Health and Safety regulations
- Superior written and verbal communications skills and experience creating high quality presentations for executive audiences
- A high level of organisational ability.

Specific Skills & Abilities:

- Co-creates and executes Strategy
 - Implements on the T&I objectives as reflected in the company's strategic objectives and the pillars of one promise, one plan, one company
- Innovates with a customer focus
 - Surprises and delight our customers and innovates based on the needs of tomorrow
- Entrepreneurial Drive for Results
 - Tenacious and relentless in their drive for results. Striving to achieve simplicity for our customers and employees
- Lives One Company
 - Works across our matrix/footprint to achieve the best outcome for the business, our customers, employees and shareholders
- Leads and Inspires
 - Authentic, transparent and considerate. Works hard to create a Winning Team



Required critical competencies and behaviours:

Section

- Accountable for the performance of the section against the Business KPIs
- Accountable for managing the section's set financial budget and targets in conjunction with the Financial Business partner
- Accountable for ensuring that Operating models are in place and current at section and individual team level of their section
- Accountable for ensuring the Vision and Strategy of the section is set, refreshed 6 monthly and communicated to their teams in conjunction with the Strategy team
- Accountable for acting as a member of their peer management team to ensure success for their peer group and manager as a whole, not just their section.

People

- Accountable for setting the people agenda in conjunction with the Department VP, the People team and the Learning and Development team
- Accountable for ensuring that a culture of Unconditional Positive regard, openness, challenge, respect, transparency, bravery and celebrating success exists in their section.
- Accountable for ensuring each team in their section has the required direction to fulfil the remit of their section
- Accountable for ensuring that staff performance is proactively managed to ensure necessary productivity and standards of team are met and ensuring if not, structured actions to remedy are undertaken
- Accountable for ensuring that Objectives are set to the necessary company timetable
- Accountable for ensuring people development and training plans are in place
- Accountable for ensuring that people succession plans are in place

Financial

- Accountable for financial planning to the companies required timetable in conjunction with the strategy team and the financial business partner
- Accountable for meeting their budget

Communications

- Accountable for managing key Stakeholder expectations and communications
- Accountable for Managing communications of key business and sectional information to their teams on a weekly basis

Relationships

- Accountable for ensuring that key business relationships are identified, developed and regularly maintained proactively to support business performance and communications.
- Strong inter-personal and collaboration skills with the ability to interact at all levels, building and strengthening positive relationships at every touch point.

Performance

- Accountable for ensuring their section performance and Habitually reviews working practices and performance with a view to improving processes, procedures and general levels of service, ultimately engendering a "continuous improvement" culture resulting in enhanced customer experience and group profitability.
- Ensure the production, measurement and achievement of meaningful key performance indicators to drive performance across their section.
- Ensure the team processes, procedures and working practices comply with chosen regulatory standards (e.g. ISO9001, ISO27001, NGN224), company policies and best practice (e.g. ITIL, Lean) methodologies.
- Accountable for ensuring their sections Risks have been captured and communicated
- Accountable for ensuring that necessary delegates of authority are always in place to cover leave and sickness ensuring business continuity at all times.

Reporting

- Accountable for ensuring that the required Management reporting is provided to the timetable and timescales required

Personal

- Displays Energy and passion to achieve and exceed stretching objectives often delivering within tight timescales.
- Displays Strong relationship building, collaboration and influencing skills.
- Displays High personal integrity and strong leadership qualities.
- Displays Flexibility in approach to work and able to perform under pressure.
- Able to dynamically respond to both strategic and tactical operational management requirements.
- Able to deal with internal and external customers, including management & senior management.



LIBERTY GLOBAL

- Strong critical thinking and data manipulation skills.
- Commercial awareness of the external environment and the ability to “think outside the box”
- Displays high levels of self-awareness and emotional intelligence in all situations