

Senior Manager, Environmental (Hazardous Material)

Job Summary

This position will be responsible for the following duties: Provide company-wide compliance leadership in the compliance and governance of hazardous waste and material management, including environmental monitoring and health & safety regulations, overseeing cost, completeness and quality of environmental activities of the company.

Provide technical expert advice in all matters of ash disposal, ash contracts, and ash-related projects, opportunities and issues. Provide guidance in the development of procedures to manage the generation, storage, treatment and/or disposal of solid and hazardous wastes. Regulate the disposal of solid and hazardous waste. Successfully plan, develop and implement hazardous material and ash management initiatives and projects according to company goals (financial, technical and quality).

Develop and implement an effective company-wide hazardous material / waste response plan with integrated with the EPA and other government or regulatory agencies to prepare, act and/or respond in the event of an emergency. Plan, implement and manage internal and external Hazardous Waste compliance audits and audit schedule. Prepare and deliver communications and reports relating to compliance with all applicable environmental regulatory requirements.

Identify and evaluate compliance trends and recommend corrective actions or system improvements, and oversee company activities to provide assurance that environmental requirements are met on an ongoing basis. Continuously seek environmental strategies to maximize the value of the generating assets while assuring compliance.

Remain current and understand new regulatory requirements, and assess the impact of changes to effectively update programs, policies, procedures and systems accordingly to meet all requirements. Provide counsel and training to management and employees on new and emerging environmental requirements.

Develop and maintain positive working relationships with regulatory agencies, municipalities and other third parties to facilitate implementation of remedial strategies, and serve as the company representative as needed.

Essential Duties and Responsibilities

- Develop and implement policies, procedures and standards relating to the protection, control, and management of environmental protection and compliance within the company.
- Monitor and manage the on-going effectiveness of environmental protection programs including the management and evaluation of other environmental conditions that may pose a threat to ongoing operations and business.
- Utilize and manage Environmental Managers and company resources to provide program tools, support and technical guidance to ensure consistent improvement and direction of the EP programs.
- Monitor emerging issues in environmental regulatory requirements. Research and analyze proposed legislation that may impact company operations. Initiate and participate in developing the company's response to new or changing regulations on a regional basis.

- Understand, interpret and effectively communicate new and existing environmental regulations and legal requirements / documentation as it pertains to the daily operations of the business. Provide assistance and technical direction to field operations in all areas of environmental protection and operational impact.
- Work closely with field operations trouble shooting problems and issues, setting goals and objectives and measuring performance of the EP program. Assist in permitting and expansion projects including project management, application preparation, document review, plan writing and final permit negotiations. Manage the development of new technology for increased profitability while controlling environmental impact.
- Develop, analyze, audit, summarize and publish EP performance metrics to drive continuous improvement.
- Direct and manage internal and external (consultants) company resources and work with governmental agencies and representatives as company representative of EP.
- Manage asset development within the group including facility impact determinations, expansion investigation scope and interpretation, environmental regulatory negotiations, monitoring program development/change/optimization review and due diligence of potential property acquisitions.
- Actively participate in the strategy and approval of the operating and capital budget for the environmental protection program and review and approval of proposed modifications to environmental-related remedial reserves.
- Design and implement strategic project plans in response to more complex compliance and liability issues and problems. Responsible for interpreting environmental data, directly responding to NOVs or proposed Consent Orders, and comment and/or direct responses to proposed regulatory rule revisions related to our areas of responsibility within the company.
- Organize and execute routine communications with Corporate and Field Management regarding both significant development projects as well as to ensure compliance and consistency with company-wide environmental protection programs.
- Plan, organize and manage the environmental and related-media portion of an environmental protection program within the group. Under senior management direction, align predetermined goals and objectives with functional strategies to successfully accomplish goals.
- Direct communication with local, state, or national stakeholders to discuss program or project objectives that meet company objectives of environmental protection or performance.
- Provide adequate written and verbal updates to Corporate, Regional and Plant Management Teams on a regular basis.
- Lead company-wide initiatives and support regional teams in accomplishing those initiatives.
- Provide continual support to other team members and/or locations as needed or required.
- Other duties as required or assigned

Qualifications

Education & Experience

Required: Bachelors of Science degree in Engineering, Environmental Science, Geology or related environmental field

Required: Minimum of 10 years environmental experience successfully handling environmental remediation projects as well as environmental compliance with a minimum of 5 years of proven environmental leadership experience in a similar managerial role

Must have: Experience overseeing and managing teams, projects and departments; including budget preparation and tracking with a recognized competence in one or more environmental technical areas, such as remediation, compliance, industrial wastewater, planning/permitting, energy management/auditing

Prior experience working with local, state and federal regulatory agencies and negotiating with 3rd party vendors

Preferred: Masters degree in a relative field. 15+ years of Hazardous Material and Environmental experience in a heavy industrial industry.

Experience in financial management of large projects and managing contractors and consultants with a proven track record for negotiations with PADEP and EPA

Certificates, Licenses, Registrations or Other Requirements

Required: Specific certification, licensing, or registration is required by at least one nationally recognized organization and one or more state organizations in the field of groundwater/ hydrology, geology, or geologic engineering.

Preferred: Other Professional Certification including: PE, PG, CHMM

Knowledge, Ability and Skill Requirement

Must have thorough knowledge of current regulations and the site remediation processes

- Must be knowledgeable and skilled in working within a formal business hierarchy and corporate environment
- Demonstrated knowledge of the fundamental principles of leadership and have the ability to build consensus, establish trust, communicate effectively and foster culture change
- Demonstrated skill to implement process enhancements and efficiencies including technology and performance
- Demonstrated skill to effectively use oral and written communications techniques
- Demonstrated ability to articulate/communicate in a professional demeanor
- Possess solid decision-making, organizational, planning and team building skills
- Proficiency with MS Office suite (Word, Excel, PowerPoint & Outlook) as well as other industry specific software systems

The requirements listed below are representative of the qualifications necessary to perform the job.

- Ability to think critically and analytically –to identify and implement efficiency and effectiveness improvements to key aspects of station operations.
- Ability to take initiative and be a self-starter, including keeping up-to-date on industry and environmental changes and developments.

- · Ability to analyze and evaluate complex regulatory proposals and submit written comments.
 - · Thorough knowledge and understanding of key regulatory agencies including USEPA and state environmental organizations.
 - · Working knowledge of environmental management systems and functions to protect and advance essential corporate monitoring, control and informational interests..
 - · Ability to manage interpersonal relationships, including cultivating and maintaining effective networks within and outside the company to achieve business results.
 - · Ability to negotiate, present ideas, information and recommendations to effectively educate and persuade others.
 - · Strong written and persuasive verbal communication skills.
 - · Takes ownership of problems and assignments. Ability to get things done given available resources (people, funding, material support) and to advance multiple activities concurrently to accomplish goals.
 - · Attention to detail in development and delivery of work product.
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- Competencies
 - Initiative to work independently
 - Delegating tasks and ensure follow through
 - Lead others
 - Foster and work within an environment of teamwork and cooperation
 - Effectively manage people
 - Manage a diverse workforce and effectively promote diversity
 - Train and share expertise with others
 - Maintain a positive attitude and keep emotions under control
 - Contribute to a positive team spirit and enhance plant morale
 - Accept both positive and negative feedback from others and make adjustments to performance based on such feedback
 - Demonstrate respect and sensitivity for cultural/work style and learning style differences
 - Treat people with respect
 - Communicate change and progress in the organization in a favorable light
 - Work ethically and with integrity at all times and require the same from staff
 - Supervisory Requirements
 - 2-20 direct reports with a requirement of strong influential skills to lead and direct 100+ employees