



R-007503 Manager, Project Controls

Location: Southborough, MA

Eversource Energy is the largest Energy delivery company in New England. We support 3.7 million Gas and Electric customers across CT, MA and NH. Be a part of our mission to deliver reliable energy and superior customer service. *ENERGY- BRINGS US TOGETHER!!*

Position is responsible for managing the group that provides all project control services to the Gas Operations organization. Position encompasses all stages of a project lifecycle from initiation, through closeout, to understand failure/success and establish best practices. Plans, develops and provides services to support Capital projects. Monitors and analyzes project performance against established criteria to forecast project results.

Position will manage and lead the Project Control Supervisors supporting various controls relating to Capital projects. Will support all members of the project teams, to provide services identified herein and will serve as the Project's liaison to Procurement, Investment Planning, Contractor Billing.

- Manages and coordinates support services in the areas of work order preparation and closeouts, contractor billing reconciliation and timely invoicing, support project management regulatory reporting, Capital project estimation and controls.
- Manages and provides project services through the initial project approval through close-out. Support activities include, but not limited to, producing project estimates, specialized project cost reports, program portfolio monitoring and reporting, and coordinating with Investment Planning to provide guidance on putting project cost data into the corporate accounting/financial system.
- Works closely with the Project Managers and all members of the project team and interfacing organizations to develop and maintain accurate, credible cost estimates for the assigned capital projects. Interfacing organizations include, but not limited to, Operations, Engineering, Siting, Environmental Compliance, Investment Planning, Materials Management, Procurement, and vendors providing engineering and construction services.
- Responsible for developing, maintaining and reporting key Project Management metrics, change order management, contract invoice processing and other key metrics that will continue to drive efficiency and transparency for Project Management execution.
- Works with Investment Planning to ensure cost management is being performed at the project and program levels that include cost tracking, forecasting and reporting and variance analysis.
- Ensures project development, tracking and variance reporting.
- Manages project change control process. Ensures Project baselines in cost data are established and monitored against actual project performance. Produces project variance reports and performance dashboards.
- Serves as liaison with Project Directors to develop KPIs and goals
- Ensures financial and project risk analyses for projects are completed to support Capital goals and KPIs
- Ensures timely financial project approvals (Power Plan, Subsidiary Board)
- Manages and supports Project Close out processes
- Manages the tracking and monitoring of project approval status.

Qualifications:

- Requires the ability to design, analyze and interpret data models (relational tables and/or databases),
- Ability to use business reporting software to build and modify reports and databases (i.e., Crystal, Access, Power BI), and in using data from a data warehouse or other database.
- Basis knowledge of Gas Operations.
- Also requires strong communications and interpersonal skills.
- Excellent PC desktop applications skills (e.g. Microsoft Word and Excel). Demonstrated high competence in past assignments
- Requires a Bachelor's Degree in Engineering or Business Administration related discipline. May consider equivalent experience. Master's Degree or MBA preferred.
- Minimum of ten (10) to twelve (12) years related experience.
- Demonstrated experience in extracting and analyzing data, working with databases, and communicating in a business setting with all levels of management.
- Prior experience as a supervisor and/or working in team environments supporting process improvements and group facilitation is preferred

- Must be available to work emergency storm assignment as required.
 - Must be available to travel between MA/CT/NH as necessary.
- Problem Solving & Complexity:*
- Must be able to proactively identify problematic trends and creative systematic solutions. Must be able to manage concurrent interfaces with multiple groups and navigate competing priorities.
 - Work includes analyzing, planning, organizing, evaluating and documenting. This role works in an environment that often requires the performance of multiple simultaneous activities, where deadlines need to be met and work is performed under pressure while involving significant business commitments and results.
- Leadership Behaviors/Competencies:*
- Set and Communicate Direction and Priorities*
- Cascade and translate strategies into action plans.
 - Communicate goals and priorities (company, department, team); ensure line of sight
 - Drive accountability/monitor progress
 - Communicate, communicate, communicate
- Build Trusting Relationships*
- Role model honesty and integrity in all communication and actions
 - Balance “getting results” with concern for individual needs
 - Have honest dialogue with employees; get to know them
 - Track commitments and follow-up
- Manage and Develop People*
- Create individual development plans with direct reports
 - Set realistic performance objectives
 - Give ongoing, honest feedback; coach for success
- Foster Teamwork and Cross-functional Collaboration*
- Surface and address competing goals
 - Encourage cooperation/remove obstacles between functions
 - Conduct teambuilding/development processes
 - Encourage collaboration
 - Guide team in translating organizational goals into day-to-day work
- Create a Diverse, Inclusive Workforce*
- Involve employees/seek input in decision making, on continuous improvement ideas and change
 - Diversify staff, where possible, in hiring/promotions
 - Seek opportunities to utilize diverse suppliers
- Lead Change*
- Exhibit a “can-do” attitude to successfully develop and implement changes in strategy, priorities and work processes
 - Respond positively to new demands or circumstances
 - Act optimistically to influence others to embrace change
- Focus on the Customer*
- Ensure that we have processes in place to deliver on our customer promise and provide superior customer service
 - Be a role model for the business on delivering superior customer service

Other: Federal Operation Qualification requirements apply. This is a safety sensitive position and subject to random drug testing.

EEO Statement

Eversource Energy is an Equal Opportunity and Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to age, race, color, sex, sexual orientation, gender identity, national origin, religion, disability status, or protected veteran status.

VEVRRRA Federal Contractor

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