

Commissioning COE Leader

Location: Alpharetta, GA, or Continental US

ABOUT FLUENCE

Fluence, a Siemens and AES company, is the global market leader in energy storage technology solutions and services, combining the agility of a technology company with the expertise, vision and financial backing of two well-established and respected industry giants. Building on the pioneering work of AES Energy Storage and Siemens energy storage, our goal is to create a more sustainable future by transforming the way we power our world. Providing design, delivery and integration, Fluence offers proven energy storage technology solutions that address the diverse needs and challenges of customers in a rapidly transforming energy landscape.

Fluence currently has more than 2.4 gigawatts of projects in operation or awarded across 24 countries and territories worldwide. We topped the Navigant Research utility-scale energy storage leaderboard in 2018 and were named one of Fast Company's Most Innovative Companies in 2019. In 2020, our sixth-generation Tech Stack won Commercial Technology of the Year at the 22nd annual S&P Global Platts Global Energy Awards.

Leading

Fluence is currently deploying a robust portfolio of projects across the globe, including multiple battery systems that are 100 MW/400 MWh or more. Our Commissioning Team will be leading the effort to start up these sites, and is currently deploying our first Gridstack systems in the field. The Commissioning Center of Excellence (COE) Director will operate a corporate governance program for the commissioning activities of the regional teams.

Responsible

Fluence is defined by its unwavering commitment to safety, quality, and integrity. We take personal ownership in what we do, developing trust in our relationships with internal and external stakeholders. We firmly believe in having honest, forthcoming, and fair communications. The Commissioning COE Director will:

- Establish and maintain safety guidelines and safety training requirements to ensure that Commissioning Engineers are exemplars of safe work practices.

- Develop and track KPI's to measure commissioning readiness, commissioning schedule and budget performance, and quality of commissioning works.
- Determine requirements for the training and professional development of the Global Commissioning Team.
- Develop and update commissioning procedures and checklists as required to incorporate lessons learned and support implementation of new products.
- Support, lead, and facilitate internal and external root Cause Analysis, Lessons Learned, and Management of Change Activities.
- Develop new tools, implement processes, provide feedback, and work with other stakeholders to ensure continuous improvement of project execution.

Agile

At Fluence, we strive to continuously improve, to be intellectually curious and to be adaptive to the needs of our customers and employees. Fluence prioritizes the most critical efforts that allow for the greatest impact. The following training and experience are valued by the hiring team:

- Ability to work in a manner consistent with the Fluence values of Leading, Agile, Responsible, and Fun.
- Leadership & Direct Supervisory experience in electric utility or generation/operations/technical teams (Storage, Solar, Wind, Hydro, Coal, Gas).
- An undergraduate degree in a related engineering field with 10+ years of professional work experience in a related field, such as industrial/utility construction, commissioning, project management, performance testing, and troubleshooting.
- Experience leading safety efforts in an operational setting.
- Drive continual safety improvements.
- Drive Commissioning Soft Costs Out of the Business through leading Standardization & Optimization Initiatives globally (this would be to productivity and efficiency). Metrics are addressed but from a very passive position of developing and tracking. This person must do that – but more importantly must drive change in the regions using it.
- Align with Global Quality to ensure that all commissioning processes and work products are compliant with identified standards

- Proven track record of employing indirect leadership to gain alignment from stakeholders across an organization.
- Proven success on challenging projects where you made key contributions while demonstrating ownership, creativity, and initiative.
- Passion for your work, and communication skills such that your passion motivates colleagues, clients, suppliers, and contractors.
- Experience negotiating and managing contracts with 3rd party service providers.
- Successful track record of business process management to include project reporting/management, work execution, procure to pay, change management, workforce development and planning.
- Effective in a collaborative yet informally structured work environment. Desire to take responsibility and initiative.
- Knowledge of the design, operation and maintenance of high voltage electrical equipment including but not limited to inverters, transformers, arrays, telecommunications, and controllers is a plus.
- Competence in MS Word, Excel, PowerPoint, and Outlook.

Fun

Working on transforming a fundamental part of our society is exciting and fulfilling. It requires creativity, diversity of ideas and backgrounds, and building trust to effect change and move with speed. We respect our coworkers and customers. We listen to what others have to say, and we are inclusive.

Fluence IS AN EQUAL OPPORTUNITY EMPLOYER and fully subscribes to the principles of Equal Employment Opportunity to ensure that all applicants and employees are considered for hire, promotion, and job status without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, marital or familial status.