

Job Description

POSITION GENERAL INFORMATION

JOB TITLE	Head of Onshore Business - Japan
BUSINESS UNIT	Asia Onshore Business
GEOGRAPHIC LOCATION	Tokyo, Japan
BUSINESS LINE MANAGER	Asia Onshore Business Director

DESCRIPTION OF THE ROLE. JOB PURPOSE STATEMENT

The Head of Onshore Business - Japan is responsible for leading the local team in the Country to achieve Company targets in the Onshore Renewable Energy business, including but not limited to solar photovoltaic, onshore wind, energy storage, etc.

The executive will represent the values, the vision and the mission of Iberdrola in the Country as the most senior institutional manager. The representation will need to be maintained in front of (i) the administrations which Iberdrola needs to interact to perform its activity, (ii) the local stake holders required to support our investments, like partners, competitors, customers, fishermen associations, port authorities, etc. (iii) the Country supplier's representatives to enhance our competitive position, (iv) the Country social groups defending our sustainable values, (v) the local team integrating them in a single line of action whether there is a global function direct report outside the Country organization.

The executive will lead the Company's activity to achieve the social, economic and sustainable targets. This leadership is required for operational excellence, efficiency on investments, and value creating opportunities for growth.

The executive will implement Company's policies and procedures in the Country's activity in full respect to any direction and best practice that is part of the Group standards.

The executive will ensure that the Country team is aligned with the Company's values and targets, and will ensure the best environment for the team to perform at the highest standards.

MAIN FUNCTIONS AND ACTIVITIES

- Represent in different projects
- Defend the new investment decision in front of Iberdrola management structure, administration, and other stake holders.
- Act as the primary spokesperson for the company in public and internal communications, public relations at different levels (partners, contractors, utilities, municipalities, industry associations, and other key project stakeholders) to enable the business to successfully grow.
- Defend Iberdrola regulatory position in relation to Onshore Business in front of the regulatory bodies within the Country.

Operational focus

- Lead strategy for the Onshore Business defined in consultation with the Asia Onshore Business Director
- Respond to the economic results in the Country (P&L accountability and responsibility), focus on Budget definition and meeting economic targets and new capacity additions
- Identify risks and mitigation action plans to achieve targets in the Country, specifically in relation to growth opportunities (greenfield, co-development agreements, partner selection, etc.)
- Support the resource planning, including human resource requirements
- Ensure full coordination with Corporate functions for various Country activities
- Deep knowledge of the Onshore Renewable Energy market within the Country: competitors,

suppliers, administration, licensing requirements, policies, regulation, etc.

- Lead the definition of most convenient bid strategies for the Group and defend them in front of the Corporate Governance and management structure within the Iberdrola Group.

Team leader

- Set clear and achievable targets to the Country team and engage each of its members to deliver their part within the organization by transmit to them personal roles and relevance within those targets
- Maintain the best possible working environment to support efficient use of the resources and focus the energies required to achieve the Country targets
- Transmit the Group information to the team to enhance motivation of the Country team and its corporate sense of belonging
- Resolve any potential conflict among Country employees in the most efficient manner and representing the values of the Group.

Value reference

- Display and represent the Company's sustainable, social and environment values in front of internal and external counterparts
- Manage and develop the company's culture and overall company vision, mission and values in the Country.
- Ensure full respect to the Group compliance and governance manuals and policies

SKILLS, KNOWLEDGE & EXPERIENCE

- A good network and personal interactions in renewable industry.
- Well known in industry groups and with key public and private sector players.
- Understands regulations and policy, but not necessarily a detailed policy/regulation person.
- Dignified presence as top management.
- Established stakeholder relationships and good stakeholder management skills.
- Developing stakeholders relationships at the appropriate level.
- Experience and achievements in management in the previous professional responsibilities
- Leadership capabilities
- Ability to make rational decisions and take responsibility for the results.
- Ability to understand new issues quickly and make rational decisions.
- Quantitative and analytical skills.
- Be ambitious, motivated and have the drive to succeed.
- Ability to respond and adapt to change.
- Be a team player
- Good communication skills and the ability to liaise at all levels.
- Ability to develop human resources to build a strong team.

MINIMUM CRITERIA (EDUCATION, EXPERIENCE, LANGUAGES)

- Full knowledge of the Energy Sector, and Country regulation with at least 5 years in high management positions and 15 years of working experience in the energy sector.
- Prior experience in renewable generation development projects at a top-tier investment firm, private equity or strategy consultancy are an advantage
- Company management skills with comprehensive and detail knowledge of the financial statements of a business unit, having been responsible for a development budget of at least 10 M€ and the resource planning for at least and organization of 10 FTE's
- Development and negotiation skills, having worked with partners and/or external stakeholders with successful stories in the past 5 years.
- Hold a bachelor's degree in engineering and demonstrated experience in project management.
- Education in finance, law or business administration would also be positively viewed.
- Independent and able to manage multiple commercial strategies and work-streams
- Able to build and mature strong relationships with both internal and external parties
- Ability to speak, read and write Japanese at a native level of fluency.
- Ability to speak, read and write English at a professional level of fluency.