

Shift Team Leader, Hooton, UK

What are we aiming for?

Do you have a high level of operations/maintenance experience in power generation? Do you establish and maintain high levels of QHSE? Do you have experience in being a leader of a team to drive for excellence? Then you might be our new STL to join our team at our Hooton Bio Power energy from waste plant.

What will you be doing?

Reporting to the Operations Manager, responsible on a shift-rota basis for the safe operation and environmental performance of the plant and security of the site.

Summary of key responsibilities:

- Ensure the plant is operated with respect to safety, environmental and operational limits at all times, whilst maximising availability, reliability and efficiency.
- Accountable for adopting and enacting role(s) within the site safety rules, including the isolation of Mechanical Plant and Electrical Apparatus and associated HV switching up to 33kV.
- Responsible for ensuring the plant is released for maintenance/routines, in line with the agreed planning schedule and the sites safety rules.
- Provide overall supervision and development of the shift team, including managing individual and team performance to ensure safe generation and environmental performance of the site.
- Responsible for delivery, using 'on-shift' resources, of the planned and first line maintenance, operational routines and testing requirements.
- Responsible for general defect rectification and fault finding, to achieve availability and reliability targets required.
- Ensuring compliance with and testing of the site emergency/abnormal condition plans and undertaking associated identified role(s), to manage all site emergencies safely and in line with local procedures.
- Responsible for maintaining an accurate and comprehensive shift log and ensuring all defects/works are recorded within the sites CMMS.
- Responsible for ensuring detailed incident reports are produced for all health, safety or environmental incidents and any unplanned loss of generation.
- Provide operational support for all planned outages as required.

Qualifications to succeed

You are a self-starter with drive, who welcomes the chance to take the initiative. You bring a systematic approach to your work and your positive, proactive approach enables you to take a task and run with it independently.

As a person, you ensure excellence through your motivation and energy. You manage stakeholders with diplomacy and finesse, ensuring long-term buy-in across the organization and you are able to confidently engage with stakeholders at all levels, both internally and externally to foster a 'one team' ethos.

The below qualifications/skills are essential:

- High level of practical thermal plant knowledge
 - Experience in permit systems, electrical distribution, protection and HV switching (33kV)
 - Strong English skills, both verbal and written
 - Able to build and develop strong relationships within multiple internal and external teams
- Specific experience in an operational or production role on an EFW, CHP, Biomass or Renewable Power Station will be a primary requirement for this role, while gasification experience and / or a trade or engineering background would be considered as an advantage.

What do we offer?

BWSC gives you access to a great network of possibilities. We build inspiring careers locally and internationally.

We offer a key position with great colleagues and the possibility to bring your skills into play and growth on a personal level. Whilst working as a Shift Team Leader at BWSC we offer a competitive starting salary with the opportunity for overtime, and a great total reward package including:

- Health Care Cash Plan (after successful completion of probationary period)
- Employee Assistance Programme
- Salary Exchange Pension contributions
- Fixed employer Pension contribution of 6%
- Contractual sick pay
- 34 days annual leave (inclusive of the 8 statutory Bank Holidays) with the addition of 1 extra days annual leave for every 5 years of service
- Life Assurance cover at 3 x salary
- Enhanced paternity and maternity pay
- Access to an Electric Vehicle (EV) salary sacrifice scheme (after successful completion of probationary period)
- Opportunity to earn an annual bonus (depending on business performance)

This role is a full-time role contracted for 40 hours per week, working on a 24/7 12-hour shift rota with annual leave built in.

Some occasional and ad-hoc national travel may be required.

Ready for a challenge?

For consideration of the Shift Team Leader position please apply submitting a CV, providing a brief summary of suitability and an indication of current or desired salary package.

The application deadline is 28th August 2026. We will conduct interviews on an ongoing basis, so please send your application today.

If you have any questions or need further information, please contact Lee Johnson at lejoh@bwsc.dk.

BWSC do no longer receive or handle applications received via email due to the directives of the GDPR. In order for your application to be processed, you must submit your application via our online recruitment system.

About Burmeister & Wain Scandinavian Contractor (BWSC)

Burmeister & Wain Scandinavian Contractor A/S (BWSC) is a global power plant Operation & Maintenance and technical service provider with engineering expertise, enabling power plant owners to deliver cleaner and affordable energy. We are experts in servicing, upgrading, operating, and maintaining energy systems for diesel, natural gas, and renewable baseload power plants. We help our customers increase reliability and availability of energy production, improve efficiency and performance of their power plant, design and integrate future-proof technologies, and secure lower cost of maintenance. Our people are at the core of everything we do and key to a positive relationship with our customers. We invest in our people and their wellbeing, to ensure continued success and growth of the company.