

**SKILLS FRAMEWORK FOR ENERGY AND CHEMICALS
SKILLS MAP - GENERAL MANAGER/SITE DIRECTOR/VICE PRESIDENT**

Sector	Energy and Chemicals			
Track	Applicable to all tracks			
Occupation	Manager			
Job Role	General Manager/Site Director/Vice President			
Job Role Description	<p>The General Manager/Site Director/Vice President establishes the overall strategy and direction of the organisation with a view of growing its business and driving its competitiveness in a globalised environment. He/She ensures the strategic alignment of business plans with the organisation's vision, mission and business objectives. He directs compliance and corporate governance, ensuring that the organisation stays abreast of changes in regulatory and legislative requirements, and advocates a safe workplace culture across the organisation.</p>			
	<p>The General Manager/Site Director/Vice President oversees all manufacturing operations and provides leadership to department managers to ensure that departmental deliverables are achieved in a timely and cost-effective manner. He drives the continuous improvement of site operations through innovation, safety, productivity and efficiency initiatives. He builds strong networks with diverse stakeholders with a view of advancing the organisation's interests. In addition, he drives organisational capability development and succession planning to ensure a competent workforce and continuous talent pipeline.</p>			
	<p>The General Manager/Site Director/Vice President is a calculated risk-taker and strategic thinker with excellent business acumen. He is decisive, results-driven and demonstrates exceptional leadership and communication abilities.</p>			
Critical Work Functions and Key Tasks	Critical Work Functions		Key Tasks	
	Direct compliance and corporate governance	Advocate a safe workplace culture across the organisation		
		Drive compliance with the organisation's corporate governance standards		
		Endorse the organisation's Major Hazard Installation (MHI) Safety Case		
		Endorse the organisation's quality, Workplace Safety and Health (WSH) and Environmental Management System (EMS) policies		
		Ensure organisational compliance to regulatory requirements and legislation, and keep abreast of changes in compliance requirements		
		Establish and maintain the organisation's brand reputation		
	Establish strategy and direction	Establish business performance indicators and measurement standards		
		Establish the organisation's vision, objectives and strategy		
		Lead business planning and strategic alignment with the organisation's business objectives		
		Lead strategic resource planning and management to optimise organisational capacity and capability		
		Steer the implementation of the organisation's business strategies		
	Lead manufacturing operations	Control capital and operational budgets		
		Drive continuous improvement through innovation, safety, productivity and efficiency initiatives		
		Drive the development of new and innovative products to improve customer value proposition		
Ensure the delivery of the organisation's business and annual production plans and schedules				
Recommend changes in production objectives, according to market conditions				
Set strategic objectives for plant maintenance and asset integrity management systems				
Drive business and organisational development	Build business and professional networks			
	Drive organisational succession planning, capability and talent development			
	Drive the formulation of technology strategies and roadmaps			
	Empower the senior management team to make decisions and ensure their accountability in achieving departmental performance targets			
	Provide leadership to uphold and shape the organisation's culture, values and behaviour			
	Synergise crisis management and business continuity plans to mitigate business impact during disruptive events			
Skills & Competencies	Technical Skills and Competencies		Generic Skills and Competencies (Top 5)	
	Budget Management	Level 6	Leadership	Advanced
	Business Continuity Management	Level 6	Global Mindset	Advanced
	Business Networking Management	Level 6	Developing People	Advanced
	Business Planning Management	Level 6	Managing Diversity	Advanced
	Change Management	Level 6	Decision Making	Advanced
	Continuous Improvement Management	Level 6		
	Crisis Management	Level 6		

Skills & Competencies	Data Analytics System Design	Level 5	
	Data and Statistical Analytics	Level 6	
	Emergency Response and Crisis Management Development and Implementation	Level 6	
	Environmental Management System Framework Development and Implementation	Level 6	
	Innovation Management	Level 6	
	Learning and Development Framework Management	Level 6	
	Maintenance Integrity and Reliability Framework Development and Implementation	Level 6	
	Major Hazard Installation Safety Case Management	Level 6	
	Organisational Analysis Management	Level 6	
	Organisational Resource Management	Level 6	
	Robotic and Automation Technology Application	Level 6	
	Staff Development Management	Level 6	
	Staff Management	Level 6	
	Strategic Service Excellence Management	Level 6	
	Strategy Development and Implementation Management	Level 6	
Technology Road Mapping	Level 6		
Workplace Safety and Health Framework Development and Implementation	Level 6		
Programme Listing	For a list of Training Programmes available for the Energy and Chemicals sector, please visit: www.skillsfuture.sg/skills-framework/energyandchemicals		

The information contained in this document serves as a guide.