

Project Construction & Commissioning Manager (PCCM)

The Opportunity

We are seeking an experienced Project Construction & Commissioning Manager (PCCM) to support the delivery of a major HVDC interconnector project connecting France and Spain. Based in Massy, France, and working across both countries, you will play a critical role in the construction of converter stations as part of a large-scale energy infrastructure programme. You will lead project mobilization, construction readiness, execution oversight, and commissioning activities while working closely with the Site Manager, Project Director, construction partners, and key stakeholders.

This role offers the opportunity to work on a strategically important cross-border project that supports Europe's energy transition. The successful candidate will bring strong construction leadership, stakeholder management expertise, and the ability to influence delivery partners in a complex EPC environment.

How will you make impact

- Lead and coordinate all Construction & Commissioning activities throughout the project lifecycle, from handover to close-out.
- Manage the transition from Tender to Construction, ensuring alignment on scope, schedule, budget, risks, and execution strategy.
- Drive project mobilisation, constructability reviews, and site execution planning to ensure project readiness and efficient delivery.
- Oversee construction performance, including progress, productivity, resources, costs, forecasts, and recovery actions where required.
- Manage interfaces with site teams, contractors, subcontractors, and key stakeholders to ensure safe, high-quality project execution.
- Ensure compliance with contractual, legal, regulatory, HSE, quality, and HVDC Construction & Commissioning requirements and procedures.
- Provide leadership reporting, financial oversight, and continuous improvement through lessons learned and structured project feedback.

Your Background

- Bachelor's or Master's degree in Engineering, Construction Management, Project Management, or a related technical discipline.
- Proven experience in Construction Management, Construction & Commissioning Management, Project Construction Management, Site Management, or similar leadership roles within major infrastructure, energy, or EPC projects.
- Experience delivering HVDC projects, transmission projects, substations, power generation facilities, or large-scale EPC projects.
- Strong construction and site execution background, including experience in mobilisation and multi-disciplinary project delivery.
- Experience managing contractors, consortium partners, joint venture organisations, or complex delivery partner environments.
- Preference will be given to candidates with significant civil construction experience.
- Strong understanding of project controls, budgeting, forecasting, risk management, and construction planning.
- Demonstrated ability to negotiate and influence stakeholders across multiple organisations and project functions.
- Excellent leadership, communication, and stakeholder management skills.
- Ability to maintain a strategic overview while remaining focused on detailed project execution.
- Strong quality mindset and commitment to safe project delivery.

- Languages: Fluent English is required. Fluency in either French or Spanish is required. Fluency in all three languages would be advantageous.

More about us

We believe great work thrives in an environment where people feel genuinely supported and fairly rewarded. Our benefits are designed to create real value for every individual – fueling engagement, performance, and growth. By prioritizing well-being, we build a workplace where personal and organizational success grow together.

Our benefit offering is tailored based on your country of employment and generally includes:

- Competitive salary and incentives
- Well-being and care
- Paid and unpaid leave
- Flexible work options
- Meal Voucher

You will receive more specific information during the recruitment process.