

Attachment 2-5-2 Technical Knowledge or Qualifications

1.0 Site Management

1.1 Management Structure

The senior management structure of Indaver Ireland Limited ss shown in figure 1.

Specific responsibility to co-ordinate the environmental management programme will be assigned to the EHS Manager in conjunction with the Plant Manager.

All managers, including team leaders, will also be actively involved in the implementation of the environmental management programme. Every manager and staff member in the organisation will be expected and required to accept responsibility for the protection of the environment and ensuring the safety of the area within his/her care. Responsibilities for environmental objectives and targets are clearly defined in the QESH Manual and in all operational procedures as outlined in section 4 and 9 of the application.

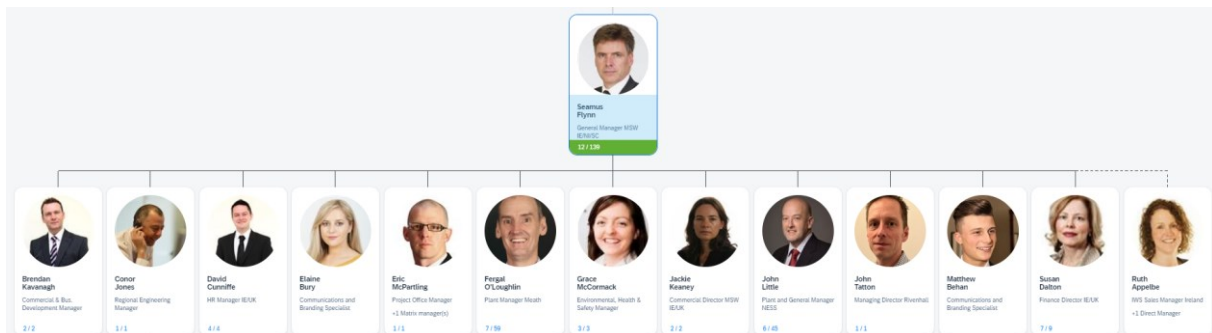


Figure 1: Management Structure Indaver Ireland Limited

1.2 Responsibilities, Qualifications and Training

1.2.1 Indaver Ireland Limited Management Team

The key management roles at Indaver overseeing the facility's operations are outlined in Table 1 below.

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Table 1: Indaver Management Team

Name	Position	Duties and Responsibilities	Experience / Qualifications
Seamus Flynn	Managing Director	The Managing Director is responsible for ensuring, in so far as is reasonably practicable, that personnel, planning, and investment are adequate to meet the commitments of the Quality and EHS policies and the associated management system, and to ensure, in so far as is reasonably practicable, adherence to the duties laid out in section 8 of the Safety, Health and Welfare at Work Act 2005.	Seamus joined Indaver in 2017 after serving 30 years in highly regulated industries such as Chemicals, Pharmaceuticals, Petroleum, Logistics and Engineering. Seamus holds qualifications in Business, Psychology and Engineering. He has experience in Engineering, Health Safety and the Environment, Finance, Operations, Logistics and Project management.
Susan Dalton	Finance Director	The Finance Director is responsible for financial strategy, reporting on business performance and ensuring financial resources are available and managed appropriately to achieve the company's financial, operational and sustainability targets.	Susan is a Chartered Accountant and has over 30 years' experience both in public practice in EY Canada and in industry in private and public companies.
Fergal O'Loughlin	Plant Manager	The plant manager is the management representative with overall responsibility for the operation of the facility and ensures the whole facility is run efficiently, safely and within all licence requirements.	Fergal has a degree in Mechanical Engineering and has over 31 years' experience of operating power plant installations.
Grace McCormack	Environmental Health & Safety Manager	The EHS manager of Indaver has a national responsibility for implementing and ensuring compliance with IED Licences, and all health and safety aspects of Indaver's operational activities including the Meath Waste to Energy facility. Responsible for ensuring all persons who have dealings with the EPA licences are adequately aware of the requirements of the licences.	Grace has 18 years' experience in hazardous and non-hazardous waste industry with Indaver Ireland Limited. Grace has been working on the Waste to energy facility project since 2010 and now manages the licences at both the waste to energy facility and transfer station site. Grace has overall responsibility for EHS in the region.

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Name	Position	Duties and Responsibilities	Experience / Qualifications
Elaine Bury	Comms & Branding Specialist	The communications specialist manages internal & external communications for Indaver Ireland & UK as well as local community work and events.	Elaine has been working for Indaver for approx. 3 years. She comes from a marketing and events background and has a Master's degree from NUIM in Strategy & Innovation.
Brendan Kavanagh	MSW Commercial & Business Development Manager	The MSW commercial manager has responsibility for the commercialisation of all activities in the Irish region for municipal solid waste at the Carranstown facility, offtake management of residues from the plant & the export of RDF and MSW.	Brendan has been working with Indaver since 1998. Brendan has 25 years' experience in the international waste industry with Indaver in the hazardous waste and MSW sectors in both Ireland and the UK.
David Cunniffe	HR Manager	The role of the HR Manager is to develop and realize the HR strategy for the region Ireland/UK, in accordance with HR Group policy and strategy, in order to support line management in the realization of the strategic goals of the region and the Indaver group as a whole. The HR Manager acts as strategic coach regarding HR matters for regional management.	David has more than 15 years of HR experience in multiple industries dealing across the full employee lifecycle. David holds qualifications in Employment Law and Industrial Relations from the National College of Ireland and multiple HR qualifications from CIPD, he holds a primary degree in International Business and Languages from TUI. David is based in the Leinster region.
Jackie Keaney	Commercial Director & Policy Advisor MSW	Keeping abreast of EU & National policy matters relevant to the development and operation of the organisations facilities. Advocating for policy in line with the Circular Economy, Climate Action Plan targets and other relevant plan and targets to ensure compliance with future legislation.	Jackie has a Master's Degree in Environmental Science from Trinity College in Dublin and has been working with Indaver since 1998. Jackie has worked in the planning, policy and communications areas of infrastructure project development since 2000.

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Name	Position	Duties and Responsibilities	Experience / Qualifications
Ruth Appelbe	IWS Commercial Manager	The IWS Commercial Manager is responsible to manage and organise the regional sales team to realise the IWS sales budget at the best obtainable sales prices in line with the approved IWS Sales plan of the region he/she is responsible for.	Ruth Appelbe graduated from University College Dublin with a PhD in Organic Chemistry in 1997. She has worked in the Pharmaceutical Industry for more than 15 years in New Product Introduction & Production Management. Ruth joined Indaver in early 2013. As Sales Manager, Industrial Waste Services (IWS), Ruth is responsible for the pharmaceutical and chemical customers in the Irish Region.

1.2.2 Facility Management

The Carranstown Waste to Energy facility employs approximately 46 permanent personnel. The plant operators work in a 12 hour shift pattern. During weekdays, an additional day shift controls waste acceptance, permits for maintenance works and residue/raw materials handling activities. Staffing levels ensure that the environmental performance of the facility is maintained and that the facility is continuously manned and operational 24 hours per day.

The duties of key personnel supporting the plant manager at the facility are outlined in Table 2 below.

Table 2: Carranstown Facility Management Team

Position	Duties and Responsibilities	Experience / Qualifications
Production Manager	<p>Management, coordination, follow up and supervision of all the production activities in order to meet the production objectives. Consultation with the Process Engineer and the Maintenance Manager of the site will take place in order to have a safe, effective and efficient operations.</p> <p>The thermal treatment production objectives are defined by the plant manager.</p> <p>Activities connected with these duties and responsibilities can be divided into the following fields :</p> <ul style="list-style-type: none"> safety (developing and monitoring – supported by the EHS team) 	<p>The holder of this position will have a minimum of 7 years of experience in a managerial role in a production or similar environment.</p> <p>Very thorough and in depth knowledge of the processes of chemical installations, and the chemical, physical and technical principles behind the installations.</p> <p>Strong managerial skills required for team leadership.</p>

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Position	Duties and Responsibilities	Experience / Qualifications
	<ul style="list-style-type: none"> environment (compliance with licence requirements – supported by the EHS team) personnel (leadership) production quality (initiating and implementing - supported by the process assurance and continuous improvement team) 	
<p>Process Engineer</p>	<p>The purpose of this function is analysing and studying the processes and techniques of all the installations on the site, along with the peripheral utilities, in order to gain deeper insight and knowledge to be able to assist the Production Manager to meet the operational objectives.</p> <ul style="list-style-type: none"> safety: advice on procedures/installations to ensure safe processing of new waste products. environment: analysing the parts of the installation that control the environmental parameters and drawing up proposals for optimisation. quality: drawing up and correcting procedures to ensure and continuously improve the quality of the processing facilities. <p>In addition, a conceptual preliminary study will be carried out of the improvement projects and of the strategic growth projects for the installations.</p>	<p>The engineer will be educated to a minimum of diploma or degree level in mechanical, chemical or process engineering.</p> <p>Advanced analytical abilities needed to acquire in-depth insight into complex processing processes. A high level of creativity to develop improvements and innovations.</p> <p>The process engineer will receive training in Indaver's facilities in Ireland and/or Belgium, which have similar operations to that at the Carranstown facility.</p>
<p>Maintenance Manager</p>	<p>The holder of this position is responsible for structuring, managing and optimising the maintenance cycle for the assigned installations of the site with a view to maximising the availability of the installations.</p> <p>This relates to the following main domains:</p> <ul style="list-style-type: none"> curative maintenance preventive and predictive maintenance and technical safety management 	<p>Industrial engineer with at least 7 years of experience in a maintenance environment. Good knowledge of the structure and the process of productions facilities. In depth knowledge of the technical equipment and the maintenance techniques, knowledge of civil engineering work, electricity and instrumentation. Analytical and problem solving capabilities are also essential.</p>

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Position	Duties and Responsibilities	Experience / Qualifications
	<ul style="list-style-type: none"> shutdown maintenance and servicing developing maintenance expertise 	
Environmental Specialist	<p>To ensure the region maintains a good level of compliance with regulatory requirements. This includes the compliance of all conditions of the various industrial emissions or radiological licences in place for the business.</p> <p>To ensure that environmental issues are reviewed, evaluated and reported as necessary to ensure environmental compliance and business continuation.</p>	<p>A minimum of 3-5 years' experience working in the environmental sector.</p> <p>B.Sc. Degree in Environmental Science and Health or equivalent.</p>
Site Tour Guide & Office Administrator	<p>The job includes to co-ordinate tours and visitors to the site as well as leading site tours and welcoming the parties concerned and to be the "face of Indaver". Another part of the role includes to be the office manager and a purchase administrator for the site.</p>	<p>A minimum of 3 – 5 years of experience in an office environment is required for this role. The site tour guide and office administrator should have excellent planning and organisational skills as well as good verbal communication.</p>

1.2.3 Employee Training

Indaver Ireland staff will be prepared for every stage of construction, commissioning and operation of the facility. Training will be managed by means of the Training and Staff Competence Procedure, an example of which is provided in Attachment-2-5-3-1 Training and Staff Competence.

Key operations staff undergo extensive training by experienced personnel at the Meath waste-to-energy plant and from specialised contractors for specific equipment on site.

In addition, the contractor will have remote read only access to the plants central control system. Hence, operational difficulties may be resolved instantly with the contractor even after they are no longer required to be present on site.