



Process Technical Services
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Commissioning & Startup Manager

The Commissioning & Startup Manager is responsible for leading and managing all phases of pre-commissioning, commissioning, startup, and system turnover activities for industrial projects. This role ensures systems and equipment are commissioned safely, efficiently, and in accordance with project specifications, regulatory requirements, and client expectations. The Commissioning & Startup Manager provides leadership to multidisciplinary teams while coordinating closely with engineering, construction, operations, maintenance, and client representatives to achieve successful project completion.

Responsibilities

- Lead the planning, coordination, and execution of pre-commissioning, commissioning, startup, and turnover activities.
- Develop commissioning execution plans, schedules, procedures, and resource requirements.
- Manage multidisciplinary commissioning teams and coordinate activities with project managers, engineering, construction, operations, and maintenance personnel.
- Ensure systems, equipment, and instrumentation are inspected, tested, and verified in accordance with project specifications and industry standards.
- Oversee system walkdowns, punch list management, functional testing, and mechanical completion activities.
- Monitor project progress and proactively address technical, operational, and schedule-related issues.
- Ensure compliance with company policies, client requirements, safety standards, environmental regulations, and quality management systems.
- Lead commissioning meetings and provide regular status updates, reports, and project metrics to stakeholders.
- Manage project turnover documentation, commissioning records, and final handover to operations.
- Promote continuous improvement by implementing best practices for commissioning and startup execution.

Qualifications

- Bachelor's degree in Engineering, Process Technology, Construction Management, or a related field preferred.
- 10+ years of experience in commissioning, startup, operations, or industrial project execution, including leadership experience.
- Strong knowledge of mechanical, electrical, instrumentation, control systems, and process operations.

- Experience in oil & gas, petrochemical, refining, power generation, LNG, or other industrial facilities preferred.
- Proven leadership, project management, organizational, and problem-solving skills.
- Excellent communication, client relationship, and team management abilities.