

Re-advertisement

The management of Rwanda Energy Group Limited (**REG Ltd**) informs the Public that it is recruiting competent, qualified and experienced staff to the following positions:

S/N	POSITION	NUMBER REQUIRED	REQUIREMENTS
1	Corporate Planning Manager	1	<p><u>KEY RESPONSIBILITIES:</u></p> <p>Technical Delivery</p> <ul style="list-style-type: none"> • Corporate strategy Plan and develop long-term strategy in order to materialize company's vision and objectives. <p><u>EDUCATIONAL REQUIREMENTS:</u></p> <ul style="list-style-type: none"> • Education and Training require a Bachelor's degree and preferably a master in Electrical or in Power engineering or in a related discipline. • A minimum of 4 years' experience in a Senior position in the Utility Planning environment • Experience in writing clear, concise, and comprehensive test plans and cases • Bilingual in English and either French or Kinyarwanda (essential) • Have a strong knowledge in Planning and Network analysis tools at least 2 Years • Knowledge of the electricity systems product and have a good understanding of the exogenic impact on power Generation, Transmission and Distribution • Financial modeling of the planning issues
2	Risk Manager	1	<p><u>KEY RESPONSIBILITIES:</u></p> <p>Technical Delivery</p> <ul style="list-style-type: none"> • Ability to have a process to determine risk sources and categories, by examining changing situation over time and identify the circumstances that can impact the ability of the project to meet its objectives • Constantly asses risk in project planning, execution, finance

			<p><u>EDUCATIONAL REQUIREMENTS:</u></p> <ul style="list-style-type: none"> • Education and Training require a bachelor and preferably a master degree in Electrical or in Power engineering or with 5 years' experience in a related field • Experience in writing clear, concise, and comprehensive test plans and cases • Bilingual in English and either French or Kinyarwanda (essential) • Have specific experience in statistics and risk assessment at least 2 Years • Knowledge of the electricity systems product and have a good understanding of the Environmental/Climatic impact on power Generation, Transmission and Distribution • Financing modeling, knowledge in quantifying the risk
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Required Documents for application:

1. An application letter;
2. A detailed updated Curriculum Vitae;
3. A photocopy of academic degrees;
4. A photocopy of the Identity card/Passport;
5. Full addresses of three referees, including preferably one of previous supervisors.
6. Proof of Experience (Work Certificate (s))

Submission of Applications

Interested and qualified candidates should submit their soft copy applications addressed to the **Chief Executive Officer of REG Ltd** only through this e-mail address: recruitment@eucl.reg.rw **not later than 25/09/2019 at 05:00 PM**. Only shortlisted candidates shall be contacted. For more details on the Terms of Reference for these positions, please visit our website on www.reg.rw

Note: "REG is an equal opportunity employer. As part of its Gender Mainstreaming policy and program, we seek to increase the number of women in all levels of the organization. Therefore, we strongly encourage women to apply. Special consideration will be given to qualified women applicants."

Done at Kigali, on 11/09/2019

Ron WEISS
Chief Executive Officer

JOB DETAILS

Job Title: CORPORATE PLANNING MANAGER	Supervisor/Manager Title: GROUP STRATEGIC PLANNING COORDINATOR
Department: REG GROUP STRATEGIC PLANNING	Unit:
Current Level: MANAGER	Supervises: ENERGY PLANNING SPECIALIST ENGINEERS

Job summary: Description of the purpose of the job

To direct and manage the development of company long term Business Plan as well as to assist in monitoring progress of the plans with the objective to ensure the alignment between the developed business plan and company strategy, in accordance with budgetary guidelines and rules of the Company.

KEY RESPONSIBILITIES:

1. Technical Delivery

- Corporate strategy Plan and develop long-term strategy in order to materialize company's vision and objectives.
- Business Planning organizing and develop the company's business plan through providing them with the proper guideline and information to ensure the alignment of business plan with corporate strategy.
- Network Planning:
 - Coordinate with other stakeholders to ensure Generation, Transmission and Distribution improvements satisfy load growth and reliability requirements and are aligned to the Energy Sector Strategic Plan;
 - Create and update the demand forecast on regular basis;
 - Ensure the network is designed to accommodate the natural incremental growth of customers;
 - Ensure network is able to meet current load within acceptable quality of supply;
 - Lead the Network development/upgrade planning to ensure the network will meet demand projections;
 - Update and keep a database of standards, procedures and specifications to the latest economical technology;
 - Ensure availability of network by considering optimum contingency;

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- Coordinate with the Planning departments of subsidiaries EDCL and EUCL and regular update the group coordinator
 - Lead the regular Review of the Rwanda short-term, mid-term and long-term Least Cost Power Development Plan and the Masterplan
 - Lead the regular review of the Transmission Master Plan
 - Lead the regular review and of the Distribution Master Plan
 - Lead the regular review of the National Electrification Plan
- Network Development
 - Lead the development and coordination of the capital investment plan to meet the required network extensions/upgrade;
 - Lead the development and maintenance of up to date Standards and specifications for materials and equipment;
 - Ensure Compliance with established standards, specifications and procedures;
- Work coordination with internal and external business arrangement to insure alignment between shareholder requirement and developed business plan
 - Prepare department budget by providing input into the corporate Budget
 - Budget follow up by taking initiative to control expenditures in aligning with business plan and budget limit
 - Evaluation of subordinates, by appraisal of the performance the employees under your control to meet the departmental business target.
 - Reporting to the management any planning activities on a regular basis to allow the management to have first-hand information for their decision making.
 - Monitor the short-term action Plans and the long-term strategic plan and intervene in case of not met by advising correcting measures.
 - Communicate, coordinate and approve the Development Plans with all stakeholders in REG and the Government.
 - Communicate and coordinate all plans with the Network Development Partners in EDCL.
 - Compile the department initiatives and present them to the management.
 - Plan ahead of the exogenic influences that may influence the strategic planning.
 - Provide a process to identification, evaluation, categorize, prioritize and document the deviation of the planning impact.
 - Prepare the guidance for corporate operational and planning projects usable by Management
 - Coordinate and monitor GIS activities within EUCL and EDCL.
 - Ensure that all as-built data is update in the GIS database timely and correctly.
 - Assess, coordinate and verify the GIS Asset database to be correct and up to date.
 - Any other related duties that may arise on instruction of Senior Management.

2. Leadership

- Regularly update the Management on the corporate project and the budget impact involved
- Support the management in review and develop the corporate Strategic Plan
- Support the management in implementing the Action plan in line of the Strategic plan.
- Support the group management in planning issues arise from Corporate or from external influences
- Provide training to the specialists and engineers on planning tools and awareness in the Electricity generation Transmission and Distribution plans
- Capacity Building of Subordinates in all leadership skills
- Assess, analyze and mitigate performance of Subordinates

Educational Requirements:

- Education and Training require a Bachelor's degree and preferably a master in Electrical or in Power engineering or in a related discipline.
- A minimum of 4 years' experience in a Senior position in the Utility Planning environment
- Experience in writing clear, concise, and comprehensive test plans and cases
- Bilingual in English and either French or Kinyarwanda (essential)
- Have a strong knowledge in Planning and Network analysis tools at least 2 Years
- Knowledge of the electricity systems product and have a good understanding of the exogenic impact on power Generation, Transmission and Distribution
- Financial modeling of the planning issues

Additional skills: In addition to the experience and educational requirements listed above

- Leadership skills
- Good Organizational skills
- Good Communication skills
- Problem solving skills
- Interpersonal skills
- Team player
- Good analytical skills
- Flexibility at work

Operational Safety

- Ensure no harm to EUCL staff, customers, wider public and equipment as a result of generation, transmission and distribution of electricity,
- Contribute towards developing and Maintaining EUCL Electrical Safety Policy, Procedures and Systems;
- Ensure compliance with the EUCL Electrical Safety Policy, Procedures and Systems;
- Actively communicate and create awareness of EUCL Electrical Safety Policy, Procedures and Systems across the staff, customers and the general Rwanda Public;
- Ensure All Staff are fully capable to execute their duties in compliance with the EUCL Electrical Safety Policy, Procedures and Systems.
- Ensure compliance with the reporting, record keeping and review of safety related activities and incidents.

SIGNATURES		
Name of jobholder(s):	Signature(s):	Date:
Name of Supervisor:	Signature(s):	Date:
Name of Manager:	Signature(s):	Date:

JOB DETAILS

Job Title: RISK MANAGER	Supervisor/Manager Title: GROUP STRATEGIC PLANNING COORDINATOR
Department: REG GROUP STRATEGIC PLANNING	Unit:
Current Level: MANAGER	Coordinates with: PROJECT MANAGERS, PROJECT IMPLEMENTATION UNIT, QA SPECIALISTS, FINANCE SPECIALISTS

Job summary: Description of the purpose of the job

To identify potential problems at the Utility before they occur so that risk-handling activities may be planned and invoked as needed across the life of the assets or ongoing project to mitigate adverse impacts on achieving objectives according to and in line with the corporate strategic objectives

KEY RESPONSIBILITIES:

Technical Delivery

- Ability to have a process to determine risk sources and categories, by examining changing situation over time and identify the circumstances that can impact the ability of the project to meet its objectives
- Constantly assess risk in project planning, execution, finance
- Constantly assess risk to personnel and equipment on-site and off-site
- Constantly monitor the risk in network operations
- Provide process to define the parameters used to analyze and categorize risks, and the parameters used to control the risk management effort, provide risk evaluation, categorization, and prioritization criteria and risk management
- Create a process to establish and maintain the strategy to be used for risk management, such as:
 - (1) The scope of the risk management effort,
 - (2) Methods and tools to be used for risk identification, risk analysis, risk mitigation, risk monitoring, and communication,
 - (3) Project-specific sources of risks,
 - (4) How these risks are to be organized, categorized, compared, and consolidated,
 - (5) Parameters, including likelihood, consequence, and thresholds, for acting on identified risks,
 - (6) Risk mitigation techniques to be used, such as prototyping, simulation, alternative designs, or evolutionary development,
 - (7) Definition of risk measures to monitor the status of the risks, and
 - (8) Time intervals for risk monitoring or reassessment.
- Provide a process to identify, evaluate, categorize, prioritize and document the risks
- Monitor on the regular basis the status of each risk periodically
- Prepare a risk mitigation plan and a risk Management strategy
- Establish and maintain an organizational policy for planning and performing the risk management process
- Create or acquire a risk Management database, risk mitigation tools, prototyping, modeling and simulation ability

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- Monitor and control the risk management process against the plan for performing the process and take appropriate corrective action.
 - Work close with the project managers and establish
 - (1) Risk Tracking and reporting
 - (2) Risk Identification
 - (3) Risk Management Planning
 - (4) Qualitative Risk Analysis
 - (5) Quantitative risk analysis
 - (6) Risk monitoring/Control
 - (7) Risk response planning
 - (8) Risk Mitigation
 - (9) Risk contingency planning
 - Monitor and control the risk on Projects in environment impact
 - Prepare risk assessment guidance for Utility operational and planning projects usable by Management
 - Prepare a risk assessment work plan

Leadership

- Regularly update the Management on the project risk and the financial impact involved with it.
- Conduct regulatory penalty calculation on power outage. Or disruption and mitigate the risk with the Utility Management
- Water level risks in dry season and peat exploitation in rain season risk management of Power plants information provided to the group strategic planning coordination.
- Provide training to the specialists and engineers on risk awareness in the Electricity generation Transmission and Distribution.

• Educational Requirements:

- Education and Training require a bachelor and preferably a master degree in Electrical or in Power engineering or with 5 years' experience in a related field
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