

## JOB ANNOUNCEMENT

The management of **Energy Utility Corporation Limited (EUCL)** informs the public that it is recruiting competent, qualified and experienced staff to fill the following positions:

S/N	POSITION	NUMBER REQUIRED	KEY ROLES & REQUIREMENTS
1	Business Analyst	01	<p><b><u>KEY RESPONSIBILITIES</u></b></p> <p><b>Strategic Planning</b></p> <ol style="list-style-type: none"> <li>1. Develop business designs and deliver analytical management information for the utility.</li> <li>2. Drive the Key Performance Indicator dashboard for reporting operational and Financial performance, Energy Efficiency &amp; Demand Side Management (DSM) and Customer Service Quality,</li> <li>3. Co-ordinates department's Budget preparation and monitor cost versus budget;</li> <li>4.Oversee and control financial elements of CAPEX including submissions, controls and closure</li> </ol> <p><b>Reporting</b></p> <ol style="list-style-type: none"> <li>1. Compile and prepare statistical reports. Consolidate information into cohesive and understandable formats for use in management decision making</li> <li>2. Carry out change impact analysis to assess potential implication of changes,</li> <li>3. Prepare company monthly, quarterly and annual reports</li> </ol> <p><b><u>Education/Experience</u></b></p> <p>Bachelor's Degree (A0) in Business Administration, Finance, Economics;</p> <p>And</p> <p>At least 3 years of experience in Finance or Business analysis role. Finance experience with CPA, ACCA or other professional accreditations will be an added advantage.</p>

2	Manager Planning and Monitoring	01	<p><b><u>KEY RESPONSIBILITIES</u></b></p> <p><b>Leadership</b></p> <p>Provide overall leadership to the unit staff, supervise and manage the performance and development of staff in the department in line with the Organization's goals, objectives, policies and regulations.</p> <p><b>Technical Support</b></p> <ol style="list-style-type: none"> <li>1. Develop and review methodologies, policies, procedures and guidelines for regulating electricity tariffs;</li> <li>2. Analyse the impact of cross subsidies and advise on measures required to avoid undue discrimination between consumers and consumer categories;</li> <li>3. Propose rates to be designated for various classes of consumers to Regulator and recommend any subsidies where appropriate;</li> </ol> <p><b>Project Management</b></p> <ol style="list-style-type: none"> <li>1. Manage the running of pricing development and review projects and assess new installations before commissioning;</li> <li>2. Spearhead negotiations with power producers to ensure feed-in tariffs are aligned with least cost power development plans (LCPDP),</li> <li>3. Participate in the development and or reviews of Generation LCPDP</li> </ol> <p><b><u>Budgeting and Reporting</u></b></p> <ol style="list-style-type: none"> <li>1. Participate in the development of department budgets and costs of all the activities which he/she is accountable and monitor performance of the budget;</li> <li>2. Develop monthly, quarterly and annual reports on the unit's activities;</li> </ol> <p><b><u>Education/Experience</u></b></p> <p>Bachelor's Degree (A0) in economics, energy economics, finance or Masters in related fields,</p> <p>At least 5 years of experience in similar roles</p>
3	PPA Manager	01	<p><b><u>KEY RESPONSIBILITIES</u></b></p> <p><b>Contract Management</b></p> <ol style="list-style-type: none"> <li>1. Lead drafting and negotiations of energy deals,</li> </ol>

			<p>2. Review applicable laws to ensure negotiated deals adhere to applicable laws and regulations,</p> <p>3. Monitor the implementation of negotiated deals to ensure compliance,</p> <p>4. Reporting on execution of the agreements,</p> <p><b>Advisory Services</b></p> <p>5 Benchmark international practice where applicable to form basis of improvement in contracting energy deals,</p> <p>6 Provide guidance on matters that may arise in the implementation of contracts,</p> <p><b>Leadership</b></p> <p>7 Provide overall leadership of the PPA unit, Supervise and manage the performance and development of staff in the unit in line with the Organization's goals, objectives, policies and regulations.</p> <p>8 Provide inputs in a departmental annual work plan and financial budget and monitor their implementation in line with EUCL Business plan,</p> <p><b>Education/Experience</b></p> <ul style="list-style-type: none"> <li>• Bachelor's degree (A0) in law, energy law or business law;</li> <li>• At least 5 years of experience in an active business environment of which 2 years at managerial level;</li> </ul>
4	Electrical Engineer/Hydropower Plant	02	<p><b>Key Roles &amp; Requirements</b></p> <p><b>Leadership</b></p> <p>1. Contribute to the development and implementation of the departmental O&amp;M work plans at Hydro power plant, supervision and evaluation of technicians under his responsibilities.</p> <p>2. Promote work practices that ensure adherence to EUCL industrial relations, team work, respect and integrity.</p> <p><b>Technical Delivery</b></p> <p>1. Responsible for the safe and proper operation of a power plant, switchyard and associated control structures. Implement switching, isolation and earthing of electrical plant equipment;</p> <p>2. Using local automatic/manual modes of operation, starts, stops, synchronizes and regulates power and reactive loads on hydro turbine-generators;</p> <p>3. Issues clearances and performs switching and clearing of generator, transmission lines and station service switchgear;</p>

			<p><b><u>Safety</u></b></p> <ol style="list-style-type: none"> <li>1. Apply safety procedures for all O&amp;M work in high voltage plants, substations and switchyard to prevent danger;</li> <li>2. Apply environmental protection procedures to safeguard the ecosystem.</li> </ol> <p><b><u>Emergency Preparedness</u></b></p> <ol style="list-style-type: none"> <li>1. Contribute to the development and implementation of emergency procedures at Thermal power plant;</li> <li>2. Communicate the roles and responsibilities of each team player/person prior, during and after occurrence of an emergency situation;</li> </ol> <p><b><u>Education/Experience</u></b></p> <p>1.A Bachelor Degree in Electrical Engineering /Electromechanical Engineering / Electronics and Telecommunication/ Alternative energy and other related field with at least (3) three year of experience working in a Hydro power plant.</p> <p><b>OR</b></p> <p>Diploma degree in Electrical Engineering /Electromechanical Engineering / Electronics and Telecommunication/ Alternative energy with at least five (5) years of experience working in a Hydropower plant.</p>
<b>5</b>	<b>Mechanical Engineer /Hydropower Plant</b>	<b>01</b>	<p><b><u>Key Roles &amp; Requirements</u></b></p> <p><b><u>Leadership</u></b></p> <ol style="list-style-type: none"> <li>1.Contribute to the development and implementation of the departmental O&amp;M work plans at Hydro power plant, supervision and evaluation of technicians under his responsibilities.</li> <li>2. Promote work practices that ensure adherence to EUCL industrial relations, team work, respect and integrity.</li> </ol> <p><b><u>Technical delivery</u></b></p> <ol style="list-style-type: none"> <li>1. Be in-charge of operations and maintenance of mechanical infrastructure at Hydropower plant;</li> <li>2. Lead investigation into the root-cause analysis of faults or failures in the mechanical plant, report findings, propose solutions, corrective action plan, implement, monitor corrective actions and report results to Senior Engineer;</li> <li>3. Develop and/or review Planned Maintenance (PM) activities of mechanical equipment and related systems to ensure all PM's are correctly aligned with the Operations and Maintenance Manual;</li> </ol> <p><b><u>Safety</u></b></p> <ol style="list-style-type: none"> <li>1. Apply safety procedures for all O&amp;M work in high voltage plants, rotating mechanical plants, high temperature, high pneumatic and or hydraulic pressure plants to prevent danger and damage to plant equipment;</li> </ol> <p><b><u>Education/Experience</u></b></p> <ol style="list-style-type: none"> <li>1. A Bachelor Degree in Mechanical Engineering/Electromechanical Engineering/Production Technology and other related field with at least three (3) years of experience working in a Hydro power plant.</li> </ol> <p><b>OR</b></p>

			<ol style="list-style-type: none"> <li>Diploma in Mechanical Engineering/Electromechanical Engineering/Production Technology and other related field with at least five (5) years of experience working in a Hydro power plant.</li> </ol>
<b>6</b>	<b>Mechanical Engineer/Thermal</b>	<b>02</b>	<p><b><u>Key Roles &amp; Requirements</u></b></p> <p><b>Leadership and Management</b></p> <ol style="list-style-type: none"> <li>Contribute to the development and implementation of the departmental O&amp;M work plans at Thermal power plant, supervision and evaluation of technicians under his responsibilities.</li> <li>Promote work practices that ensure adherence to EUCL industrial relations, team work, respect and integrity;</li> </ol> <p><b>Technical</b></p> <ol style="list-style-type: none"> <li>Be in-charge of operations and maintenance of mechanical infrastructure at thermal power plant;</li> <li>Lead investigation into the root-cause analysis of faults or failures in the mechanical plant, report findings, propose solutions, corrective action plan, implement, monitor corrective actions and report results to Senior Engineer;</li> </ol> <p><b>Safety</b></p> <ol style="list-style-type: none"> <li>Apply safety procedures for all O&amp;M work in high voltage plants, rotating mechanical plants, high temperature, high pneumatic and or hydraulic pressure plants to prevent danger and damage to plant equipment;</li> <li>Apply environmental protection procedures to safeguard the ecosystem.</li> </ol> <p><b>Emergency Preparedness</b></p> <ol style="list-style-type: none"> <li>Contribute to the development and implementation of emergency procedures at thermal power plant;</li> <li>Communicate the roles and responsibilities of each team players or persons before, during and after occurrence of an emergency situation;</li> </ol> <p><b>Education/Experience</b></p> <ol style="list-style-type: none"> <li>A Bachelor Degree in Mechanical Engineering/Electromechanical Engineering/Production Technology and other related field with at least three (3) years of experience working in a thermal power plant.</li> </ol> <p><b>OR</b></p> <ol style="list-style-type: none"> <li>Diploma in Mechanical Engineering/Electromechanical Engineering/Production Technology and other related field with at least five (5) years of experience working in a thermal power plant.</li> </ol>

7	Electrical Technician /Hydropower Plant	04	<p><b><u>Key Roles &amp; Requirements</u></b></p> <p><b>Technical Delivery</b></p> <ol style="list-style-type: none"> <li>1 Implement preventive, corrective and predictive maintenance on generation plant;</li> <li>2. Implement switching, isolation and earthing of electrical plant equipment;</li> <li>3. Apply generation procedures to carryout O&amp;M works</li> </ol> <p><b>Safety</b></p> <ol style="list-style-type: none"> <li>1. Apply safety procedures for all O&amp;M work in high voltage plants, substations and switchyard to prevent danger;</li> <li>2. Apply environmental protection procedures to safeguard the ecosystem.</li> </ol> <p><b><u>Education/Experience</u></b></p> <ol style="list-style-type: none"> <li>1. Higher Diploma in Electrical or Electromechanical Engineering. Completion of a hydroelectric plant electrical apprenticeship will be an added advantage.</li> </ol> <p><b>OR</b></p> <ol style="list-style-type: none"> <li>2. A2 Electricity /Electromechanical / Electronics and Telecommunication/ Alternative energy with at least three (3) years of experience working in a hydropower plant</li> </ol>
8	Mechanical Technician/ Hydropower Plant	05	<p><b><u>Key Roles &amp; Requirements</u></b></p> <p><b>Technical Delivery</b></p> <ol style="list-style-type: none"> <li>1 Perform preventive and corrective maintenance on all types of mechanical equipment associated with utility hydroelectric plants, including mobile and heavy equipment.</li> <li>2 Perform the mechanical, electrical and basic instrument and control troubleshooting, maintaining, repairing, cleaning, inspecting and constructing of equipment and systems for the generation facility.</li> <li>3 Responsible for the assembly, repair and testing of equipment such as turbines, pumps, compressors, etc.</li> </ol> <p><b><u>Education/Experience</u></b></p> <ol style="list-style-type: none"> <li>1. Higher Diploma in Mechanical Engineering. Completion of a hydroelectric plant mechanic apprenticeship will be an added advantage;</li> <li>2. A2 in electricity with Minimum 2 years' experience preferably related to a hydro power plant with basic knowledge of First Aid &amp; CPR</li> </ol>

9	Mechanical Technician / Thermal	08	<p><b><u>Key Roles &amp; Requirements</u></b></p> <p><b>Technical</b></p> <ol style="list-style-type: none"> <li>1. Be in-charge of operations and maintenance of mechanical infrastructure at a thermal power plant;</li> <li>2. Investigation into the root-cause analysis of faults or failures in the mechanical plant, report findings, propose solutions, corrective action plan, implement, monitor corrective actions and report results to Electrical Engineer;</li> <li>3. Review Planned Maintenance (PM) activities of mechanical equipment and related systems to ensure all PM's are correctly aligned with the Operations and Maintenance Manual</li> </ol> <p><b>Safety</b></p> <ol style="list-style-type: none"> <li>1. Apply safety procedures for all O&amp;M work in high voltage plants, rotating mechanical plants, high temperature, high pneumatic and or hydraulic pressure plants to prevent danger and damage to plant equipment;</li> <li>2. Apply environmental protection procedures to safeguard the ecosystem.</li> </ol> <p><b><u>Education/Experience</u></b></p> <ol style="list-style-type: none"> <li>1. A Diploma in Mechanical Engineering/Electromechanical Engineering/Production Technology and other related field with at least two (2) years of experience working in a thermal power plant.</li> </ol> <p><b>OR</b></p> <ol style="list-style-type: none"> <li>2. A2 certificate in General Mechanics /Electro-mechanics and other related field with at least three (3) years of experience working in a thermal power plant.</li> </ol>
10	Multimedia Support Editor	01	<p><b><u>Key Roles &amp; Requirements</u></b></p> <ul style="list-style-type: none"> <li>• Coordinate the production of video and photos for EUCL;</li> <li>• Ensure EUCL website are standardized with Audio - visual Content;</li> </ul> <p><b><u>Education/Experience</u></b></p> <ul style="list-style-type: none"> <li>• Hold at least A2 in any field;</li> <li>• Having courses in multimedia, Graphic design, and/or any related field in audio-visual design proven by certificates;</li> <li>• Have a Certificate of special trainings in photography, Visual Arts or Digital Media, Creative Design (Media Design), Creative Design (Communication Design), Creative Design (Environmental Design), Creative Design (Product Design);</li> <li>• Must possess an in-depth knowledge of multimedia;</li> <li>• Have at least two years working experience in multimedia or related field.</li> </ul>

11	Health and Safety Specialist	01	<p><b><u>Key Roles &amp; Requirements</u></b></p> <p><b>Strategy</b></p> <ol style="list-style-type: none"> <li>1 Participate in development of health and safety strategies and developing internal policy;</li> <li>2 Make changes to working practices that are safe and comply with legislation;</li> </ol> <p><b>Risk assessment</b></p> <ol style="list-style-type: none"> <li>3 Carry out risk assessments and derive solutions on how how risks could be reduced;</li> <li>4 Outline safe operational procedures which identify and take account of all relevant hazards;</li> </ol> <p><b>Training</b></p> <ol style="list-style-type: none"> <li>5 Lead in-house training with managers and employees about health and safety issues and risks;</li> </ol> <p><b>Record Management</b></p> <ol style="list-style-type: none"> <li>6 Keep records of inspection findings and producing reports that suggest improvements;</li> <li>7 Record incidents and accidents and produce reports and statistics for management's attention;</li> </ol> <p><b><u>Education/Experience</u></b></p> <ul style="list-style-type: none"> <li>• Master's Degree in Occupational Health and Safety</li> <li>• Master's Degree in Public Health or Environmental Health with at least 1 year work experience in Occupational Health and Safety or Human Resources Operations;</li> <li>• Bachelor's Degree (A0) in Occupational Health and Safety; Public Health; or Environmental Health with at least 3 years work experience in Occupational Health and Safety; or Human Resources Operations.</li> <li>• having a background of Nursing on every qualification (Master's or Bachelor's Degree) would be an advantage</li> </ul>
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**Required Documents for application:**

1. An application letter;
2. A detailed updated Curriculum Vitae;
3. A proof of Work Experience
4. A photocopy of academic degree;
5. A photocopy of the Identity card;
6. Full addresses of three referees, including preferably one of previous supervisors.

**Submission of Applications**

Interested and qualified candidates should submit their soft copy applications documents in one folder addressed to **Managing Director of EUCL**, through [recruitment@eucl.reg.rw](mailto:recruitment@eucl.reg.rw) with the position they are applying for in subject line not later than **14/12/2021** at 5.00 pm. Hard copies are not accepted. 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](http://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,



**Armand ZINGIRO**  
Managing Director

Digitally signed by  
EUCL(MANAGING DIRECTOR)  
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