



## Career Opportunities in Energy and Utilities Sector

Our client, The Kenya Power and Lighting Company Plc is a well-established and recognized leader in electricity distribution and retail in the region. KPLC is established as a limited liability company under the Companies Act, Cap 486, Laws of Kenya. The Company's key mandate is to purchase bulk electricity supply, distribute and retail electricity to end-user customers throughout Kenya. KPLC is at the forefront of spearheading accomplishment of Vision 2030. Kenya Power is seeking to recruit results driven and highly motivated individuals to fill the following exciting and challenging positions;

### 01. General Manager, Business Strategy (Ref. KPLC/GMBS/01/2019)

Reporting to the Managing Director and Chief Executive Officer, this role will be responsible for developing and coordinating implementation of the organisation's corporate strategic plan.

#### Key Responsibilities

- Develop the corporate strategic plan;
- Devise appropriate strategies to deliver business objectives and plans;
- Coordinate implementation of the corporate strategic plan;
- Develop regional business plans in line with the corporate business strategy;
- Coordinate development of functional business plans in line with the corporate strategic plan;
- Cascade business strategies and plans to all levels of the company;
- Drive corporate business performance review and recommending necessary interventions;
- Coordinate tariff studies to determine the level and structure of electricity tariffs;
- Forecast energy demand and planning for adequate generation capacity; and
- Continuously scan the environment in order to develop sound corporate strategic plans.

#### Person Specifications

We are looking for a candidate with a Bachelor's degree in Humanities and Arts, Business, Finance, Computer Science, Social Sciences, Physical Sciences and Engineering, or related field from a recognised university with not less than 12 years relevant work experience with 5 years in senior management; be a member of a relevant professional body with a valid practicing certificate and be of good standing. A master's degree in a relevant field and a Certification in Corporate Governance and /or Leadership from a recognised institution will be an added advantage.

### 02. General Manager, Connectivity Implementation (Ref. KPLC/GMCI/01/2019)

Reporting to the Managing Director and Chief Executive Officer, this role will be responsible for providing leadership to the Connectivity Implementation Project in Kenya Power.

#### Key Responsibilities

- Design and implement strategies, plans and programs on electricity connectivity;
- Provide leadership for connectivity initiatives in the company;
- Drive implementation of connectivity project towards achieving access of 100% by 2022;
- Ensure implementation of connectivity adheres to required standards; implement effective approaches and innovations to realize connectivity milestones;
- Nurture partnerships with stakeholders in electricity connectivity;
- Ensure compliance with legal and statutory provisions in electricity connectivity;
- Ensure equity in implementation of electricity connectivity; and
- Avail reports on electricity connectivity to stakeholders as required.

#### Person Specifications

We are looking for a candidate with a Bachelor's degree in Electrical Engineering from a recognised university with not less than 12 years relevant work experience with 5 years in senior management; be a registered professional engineer with Engineers Board of Kenya (EBK) with a valid practicing certificate and be of good standing. A master's degree in a relevant field and a Certification in Corporate Governance and /or Leadership from a recognised institution will be an added advantage.

### 03. General Manager, Corporate Affairs & Company Secretary (Ref. KPLC/GMCA/01/2019)

Reporting to the Managing Director and Chief Executive Officer, this role will be responsible for providing legal and secretarial services in the company and protecting the company's interests.

#### Key Responsibilities

- Provide secretarial services to the Board of Directors;
- Advise the Board of Directors on Legal and Corporate Governance matters;
- Communicate and follow up on implementation of Board of Directors' resolutions;
- Induct and train Board members;
- Participate in the structuring, negotiating and execution of contracts;
- Advise the Company and ensuring compliance with legal and regulatory matters;
- Provide shares registration services to shareholders and investors;
- Implement cost effective insurance services for the business;
- Keep custody of Company seal and records;
- Manage litigation in all cases affecting the Company;
- Develop and implement mechanisms for investigation, prosecution and mitigation of cases involving Company assets and breach of Security in general; and
- Implement strategies to promote integrity and ethical practices in Company operations.

#### Person Specifications

We are looking for a candidate with a Bachelor's degree in Law from a recognised university with not less than 12 years relevant work experience with 5 years in senior management; be an advocate of the High Court of Kenya; a member of the Law Society of Kenya with a valid practicing certificate; a fully qualified Certified Public Secretary (CPS) and be a member of Institute of Certified Public Secretaries of Kenya and of good standing. A master's degree in a relevant field and a Certification in Corporate Governance and /or Leadership from a recognised institution will be an added advantage.

### 04. General Manager, Human Resources and Administration (Ref. KPLC/GMHRA/01/2019)

Reporting to the Managing Director and Chief Executive Officer, this role will be responsible for providing advice and guidance on utilisation of the human resource in order to achieve corporate objectives.

#### Key Responsibilities

- Formulate and implement human resource strategies to support business plans;
- Advise management on appropriate human resources management practices to achieve the corporate objectives;
- Design manpower plans to support current and future business needs;
- Advise on appropriate organizational structures, business processes and change management to maximize organizational effectiveness;
- Develop HR plans that ensure availability of requisite staff numbers with prerequisite competencies to enable the company achieve its corporate objectives;
- Plan and execute employee development, and talent management programmes to improve individual and corporate performance;
- Implement strategies to enhance employee engagement and productivity within the workforce;
- Implement remuneration and reward strategies that attract, retain and motivate employees to higher performance;
- Advise on employee relations and communication strategies to maximize staff involvement and commitment;

- Ensure human resources policies are implemented consistently and the core values of the Company are upheld; and
- Provide a safe and conducive work environment in compliance with relevant legislations.

#### Person Specifications

We are looking for a candidate with a Bachelor's degree in Social Sciences or a related field from a recognised university with not less than 12 years relevant work experience with 5 years in senior management; be a holder of a Post Graduate qualification in Human Resource Management and a member of Institute of Human Resource Management of Kenya (IHRMK) with a valid practicing certificate and be of good standing; A master's degree in a relevant field and a Certification in Corporate Governance and /or Leadership from a recognised institution will be an added advantage.

### 05. General Manager, ICT (Ref. KPLC/GMICT/01/2019)

Reporting to the Managing Director and Chief Executive Officer, this role will be responsible for providing effective ICT services to support business and operational processes.

#### Key Responsibilities

- Develop and implement ICT strategies to support business and operational processes;
- Implement new ICT systems to support business operations;
- Facilitate continuous development of the ICT infrastructure in line with the changing business environment;
- Develop and implement ICT security strategies and disaster recovery plans for all business information systems;
- Implement mechanisms for knowledge transfer and keeping abreast with emerging trends in ICT;
- Advise management on technological developments in the ICT field to support business processes;
- Ensure compliance with ICT legal and regulatory requirements; develop and sustain ICT capacity within the workforce;
- Provide technical support for development of information databases and web based resources;
- Promote use of cost-effective technologies in business operations;
- Implement ICT projects for network expansion in line with business strategy; and
- Maintain external partnerships and supplier relationships to support service delivery.

#### Person Specifications

We are looking for a candidate with a Bachelor's degree in ICT, Computer Science, Information Systems or a related field from a recognised university with not less than 12 years relevant work experience with 5 years in senior management; be a member of a relevant professional body and be of good standing. A master's degree in a relevant field and a Certification in Corporate Governance and /or Leadership from a recognised institution will be an added advantage.

### 06. General Manager Network Management and Infrastructure Development (Ref. KPLC/GMNMID/01/2019)

Reporting to the Managing Director and Chief Executive Officer, this role will be responsible for effectively managing the network to deliver quality and reliable power. The role is also responsible for expansion and development of electric power infrastructure.

#### Key Responsibilities

- Lead Infrastructure development team responsible for transmission substation capacity;
- Lead distribution of infrastructure development by improving the quality of supply;
- Ensure reduction of technical losses;
- Lead effort to expand the network;
- Introduce new technologies that will help reduce power losses, operational cost savings, lowered peak demand, new or increased revenue streams;
- Improve long term growth prospects and improved customer satisfaction;