

## **REGIONAL HEAD OF PROGRAMMES**

**Role:** Regional Head of Programmes

**Location:** Nairobi, Kenya

**Reports to:** Director of Programmes

### **About Energy 4 Impact**

Energy 4 Impact (E4I) is a non-profit company which seeks to alleviate poverty in sub-Saharan Africa through accelerated access to renewable energy, particularly in off-grid areas. Supported by a small head office in London, most of our 80-odd staff are based in our 8 African country offices in Kenya (our regional HQ), Tanzania, Rwanda, Senegal and Benin.

We support the development and growth of privately owned small and medium-sized enterprises, and micro businesses, which deliver renewable energy products and services to the poor, mainly in rural and peri-urban areas. We advise off-grid SMEs on commercial, financial and engineering matters and help them secure the resources they need to grow. We run pilots to test new products, business models and expansion into new markets. We are particularly well known for our innovative approaches to productive use of electricity, mini-grids, renewable energy for refugee camps and crowd funding for energy access.

Since we were created in 2006, we have supported over 5100 businesses and those businesses have created 10,400 jobs, raised \$154 million and enabled 17.6 million people to get access to energy. Most of our income comes from major development agencies, development financing institutions and trusts and foundations. Our funders include DFID, SIDA, KFW, Norad, EU, USAid, World Bank, African Development Bank, IFC, OFID, Energia and various foundations such as Ovo Energy and Vitol. For more information, please see our website <https://www.energy4impact.org/>.

### **About the Role**

Reporting to the Director of Programmes based in London, you will lead our Nairobi-based Programmes and Advisory team, which includes professionals from a range of private sector backgrounds, including entrepreneurship, engineering, project development, banking and investment, micro-finance, management consulting and law. You will also support and provide expert advice to our other country offices.

You will manage and help implement our programmes, including both SME advisory and more field-based work. You will provide transaction advice to SMEs, manage relationships with donors and ensure that programmes are delivered on time and in a quality manner. You will represent E4I at industry events and, for up to 20% of your time, support on business development and fundraising.

### **Team Management Responsibilities**

- Manage and mentor small team in Nairobi, helping them deliver on programme objectives and grow their skills and experience.
- Drive and champion the E4I mission, vision and values.
- Promote and encourage a transparent and cohesive work culture.

- Encourage a collaborative atmosphere with focus on open feedback and professional development.

**Programme Management and Advisory Responsibilities**

- Manage and implement donor programmes, including budgeting and reporting, both internally and externally.
- Provide business and financial advice to early and later stage SMEs, including mini-grid developers, solar home system distributors, stand-alone solar appliance suppliers and other service providers etc
- Provide support to SMEs on their business models, partnership facilitation, project development, investment readiness, financial modelling and capital raising.
- Develop relationships with local investors, financial institutions and donors active in the energy access sector.
- Work closely with the E4I Business Development team, leading and supporting proposals.
- Work closely with the E4I Monitoring and Evaluation team to ensure expected results for programme activities are measured and evaluated.
- Help E4I to develop its internal processes and institutional knowledge of energy access financing, business models, regulatory issues etc.
- Represent E4I and make presentations at conferences and networking events.
- Provide thought-leadership around the gaps in the market and how E4I can help fill those gaps. Stay up-to-date on market news, regulations, and trends in the field of energy access and productive use of electricity in Africa, particularly in relation to private companies, suppliers, funders, donors and other NGOs

**Business Development Responsibilities**

- Support organisational efforts to identify and secure new funding from potential donors in East Africa and other parts of Africa.
- Working together with the Business Development team, prepare bids, concept notes and proposals for donors consistent with the objectives and requirements of the potential donor.
- Build and develop relationships with potential donors focused on East Africa, including development agencies, development financing institutions, trusts and foundations, and other potential targets.
- Build and develop relationships with potential bidding and implementing partners and lead development of strategic partnerships as required.

**Work Experience**

- 7-15 years' experience in at least one and preferably several of the following areas:
  - Energy project development, operations, financing or appliances
  - Financial advisory, management or strategic consulting
  - Early-stage business building as an entrepreneur, investor (PE/VC/impact investing) or incubator
  - Management of donor programmes, preferably in an African energy access context
  - Business development and fundraising for NGOs, preferably in an African context
- Experience working with rural and off-grid business models and financing and an understanding of the unique challenges faced by businesses operating in Africa.

**Academic and Professional Qualifications**

- Graduate Degree in Business Management, Economics, Finance, International Development, Energy, Environment, Climate Change or other relevant subject

### **Skills and Knowledge**

- Excellent leadership and motivational skills. Track record managing a diverse mix of professionals and different cultures.
- Excellent organisation and project management skills. Ability to manage multiple programmes and client engagements, meet deadlines and allocate resources and budgets effectively.
- Ability to develop partnerships and strong and effective relationships with key energy access industry stakeholders. Strong network in energy access space, including SMEs, investors, donors, and other stakeholders.
- Strong understanding of the off-grid market, entrepreneurial space and impact investing sectors, preferably in an African context.
- Ability to mentor clients and help them develop commercial or technical solutions. Ability to critique and develop financial models.
- Very strong written and oral communication skills as well as ability to write high quality reports and proposals.
- Effective public speaker or workshop facilitator.
- Fluent English a must.
- Fluent French an advantage.

### **Attributes**

- Strong leader.
- Team player.
- Attention to detail and a focus on results.
- Ability to think outside the box.
- Ability to see the big picture and connect the dots.
- Ability to work calmly under pressure.
- A can-do and collaborative mindset – comfortable with the ambiguities and demands of a rapidly evolving and entrepreneurial environment with a team from diverse backgrounds.
- Willingness to travel in country, regionally and internationally sometimes on short notice.
- Passion for working in the impact space.
- Close alignment with E4I's mission and values

### **E4I Values**

E4I exists because of our concerns for global inequality and climate change – this is the core of what drives us. We aim to be a caring, compassionate organization respectful of difference, and to treat our staff fairly and to help them develop as professionals and as people.

- Client-focused - We serve the needs of our clients in a professional and client focused way.
- Caring - We care about people and contribute to their wellbeing, and minimize the effects of inequality, poverty and climate change.
- Learning - We continuously learn from our own experiences and those of others in order to improve our practices.
- Ethical - We are ethical and transparent in all our dealings, always maintaining a high level of personal integrity.



- Appropriate - We promote the use of appropriate solutions consistent with the circumstances of our clients and their markets.
- Respectful - We respect and value our stakeholders and act with fairness to all.

The successful candidate will be expected to demonstrate commitment and loyalty and perform all duties in accordance with the organization's office routines and procedures, keeping in mind the overall business objectives.

**To apply, please visit:** <https://www.shortlist.net/jobs/2109/energy-4-impact/regional-head-of-programmes?source=227>

***Energy 4 Impact is an Equal Opportunity Employer and encourages applications from qualified individuals regardless of race, religion, national origin, sexual orientation or disability.***