

MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

HUMAN RESOURCES DIRECTOR

ENEО

ABOUT *ENEO*

Eneo is Cameroon's national electricity Distribution and Generation utility. It turns over CFA500billion (\$850 million) and employs over 3,600 staff making it one of Cameroon's largest and most important businesses. The company has over 1.5 million industrial and retail customers, just under half of which are in the cities of Douala and Yaounde, and it owns and operates 39 power plants. It also owns, operates and maintains an extensive network of electricity substations and over 30,000km of medium and low voltage electricity distribution infrastructure servicing homes and businesses across the country. Three quarters of Eneo's electricity generation comes from

green, renewable sources contributing to Cameroon's climate change objectives.

Eneo is undergoing a major transformation, operationally, technically, and organisationally to become a high performing energy utility for the twenty-first century. This transformation is seeing investment in infrastructure, systems, processes and people and aims to make Eneo an employer of choice in Cameroon. It strives to achieve the high standards of international best practice in all that it does.

Eneo mobilises its staff with four values in mind: Engagement, Responsibility, Integrity and Cohesion. Its primary missions are to:

- Meet an increasing electricity demand by delivering safe and secure energy,
- Offer a high-quality service and facilitate increased access to electricity,
- Protect the public by increasing awareness of the danger of electricity,
- Develop customer service through innovation and positive customer experiences,
- Constantly seek excellence by learning from past experiences,
- Conduct all activities with a strong sense of corporate social responsibility.

ENEO'S *HISTORY*

In the late 1990s, the Cameroonian government privatised the electricity generation, transmission and distribution industry and in July 2001, AES Corporation, a major international power company, purchased a 56% stake in SONEL (Société Nationale d'Electricité de Cameroon) while the remaining 44% was vested with the Cameroonian government. In the following decade, the loss-making public utility became a profitable business, attracting foreign investment. By 2011, the country's power capacity had risen to over 1GW with connections rising by 75% and an overall electrification rate of nearly 50%.

In June 2014, the UK-based private equity company, Actis acquired the AES share of SONEL and the company was renamed Eneo on September 12th that year. Actis continues to own a 51% majority stake in the company with 5% owned by employees and the balance by the Cameroonian Government. Eneo's activities are governed by several Concession Agreements between Actis and the Government that run until 2031.

Like many African energy utilities, Eneo is striving to increase access to power. It has been investing in expanding and improving its infrastructure to capitalise on new sources of renewable generation such as hydro and solar power and is addressing weaknesses in the existing distribution and supply network. It is also working hard to improve operational performance, reduce corruption and improve health, safety and environmental practices.

Over the past few years, Eneo has cemented its position in the Cameroonian energy sector and has built strong relationships with the Energy Ministry and the electricity Regulator. It has appointed several high calibre staff to key positions including the current CEO, who was promoted from CEO of the Generation division in June this year.

MAIN RESPONSIBILITIES:

The Human Resources (HR) Director is a key part of Eneo's Executive Leadership team and will be responsible for the full spectrum of people matters in the business. They will also be a key contributor to the transformation of Eneo into a leading African utility and for driving continuous improvement in standards, systems and productivity within the HR function.

TITLE:
HUMAN RESOURCES DIRECTOR

REPORTING TO:
CEO

LOCATION:
CAMEROON

TRAVEL:
**REGULAR TRAVEL TO REGIONAL
OFFICES ACROSS CAMEROON**



DIMENSIONS OF THE ROLE:

- Providing leadership to the HR function, aligning HR strategies with business goals to meet the company's growth objectives. Advising the Executive on all people related matters
- Overseeing all aspects of human resources management, including talent acquisition, employee development, performance management, compensation and benefits, employee relations, and compliance
- Developing and implementing an HR strategy that positions Eneo as the employer of choice in Cameroon and as a business that is recognised for recruiting and retaining high calibre people
- Developing a structured programme to identify critical roles and to plan for succession and resilience. Implementing robust initiatives that develop and/or recruit vital skills. Creating a youth talent programme that finds and develops next generation leaders from within or outside the company
- Ensuring internal processes respect and comply with regulatory requirements and best practice. Champion initiatives that promote gender and other aspects of regional, and cultural diversity
- Developing and implementing fair, transparent and consistently applied processes for performance monitoring and appraisal. Ensure that the appraisal process informs career development plans, promotion, and reward decisions
- Assessing, developing, and leading the HR function, setting the standards, culture and tone of the department. Build the function's reputation for dealing efficiently, consistently and equitably with employees irrespective of background

SKILLS AND QUALIFICATIONS

Candidates for the HR Director position will be of demonstrably high calibre. They are likely to be an experienced HR Director with a background of working for an international business with well-developed, high quality HR practices. They will be used to working at Board level and dealing with a large, complex and geographically disbursed, and predominantly field-based workforce. Specific skills, qualifications and approach are:

- Bachelor's degree in Human Resources, Business Administration, or a related field (Master's degree preferred). Candidates are also likely to demonstrate relevant continued professional development including memberships of a relevant HR professional body
- A minimum of 15 years of progressively more responsible HR experience, including previous time spent as the HR Director of a large and complex business. Experience of working for an international organisation applying best practice HR policies is essential
- Prior experience in an HR generalist appointment with strategic HR skills spanning Learning and Development, Compensation & Benefits, Organisational Development, Employee Relations, Talent Acquisition & Retention, Performance Management, and Change
- In-depth knowledge of relevant labour laws, regulations, and a strong awareness of the cultural dynamics specific to working in Cameroon
- Strong leadership and strategic decision making skills, able to lead a large HR function (100+ people) with a demonstrable track record of driving performance within a HR context
- Excellent communication skills with interpersonal abilities with the gravitas and credibility to operate at Board level
- Fluent in written and spoken English and French

Please send your CV and contact details to Tim Beckh or Achim Pashi Lokombe who will contact you to discuss your application in more detail.



Contact: Tim Beckh

Email: tim.beckh@millarcameron.com

Phone: +44 2038 000 310



Contact: Achim Pashi Lokombe

Email: achim.lokombe@millarcameron.com

Phone: +44 2038 000 303

A photograph of a man and a woman, both of African descent, smiling and looking at a laptop screen. The woman is wearing a yellow top with white polka dots, and the man is wearing a grey button-down shirt. They are sitting at a wooden table. The background is slightly blurred, showing some greenery and a wooden structure.

WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

A SEAMLESS JOURNEY

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.



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