

MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

SERENGETI ENERGY  
*CHIEF EXECUTIVE OFFICER*



## ABOUT *SERENGETI ENERGY*

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Headquartered in Nairobi, Serengeti Energy is a dynamic Independent Power Producer (IPP) developing, constructing and operating grid-connected run-of-river hydro and solar PV power plants of up to 50MW across sub-Saharan Africa, with additional consideration of wind energy solutions. Following recent additional investment, Serengeti Energy has an ambitious plan to develop 300MW of assets in construction and operation by 2030, whilst also delivering positive developmental impact. The company is committed to long-term investments, deploying patient

capital in the form of equity and quasi-equity financing. Serengeti Energy has 70 employees with approximately 35 staff based in the company's Nairobi head office, and the rest in operating countries including South Africa, Uganda, Malawi and Sierra Leone.

To date, Serengeti Energy has 7 operating hydro-electric plants in South Africa, Uganda and Rwanda and one operating solar PV plant in Sierra Leone. A further Solar PV plant in Malawi is expected to enter into operation shortly.

Once the new projects are completed, Serengeti Energy will have operations in five countries with a total capacity of 75MW. The company also has an active development pipeline of projects totaling well over 300MW in its existing markets and four new markets. In addition, the company is exploring possibilities to develop and build new hydro, solar and wind projects in other markets across sub-Saharan Africa.

## ABOUT *SERENGETI ENERGY* CONTINUED

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Serengeti Energy is owned and supported by the following shareholders:

- **KFW** - One of the world's leading promotional banks committed to improving economic, social, and environmental living conditions across the globe on behalf of the Federal Republic of Germany
- **The Nordic Development Fund** - the joint multilateral development finance institution of Denmark, Finland, Iceland, Norway, and Sweden
- **Norfund** - the Norwegian Investment Fund for developing countries owned and funded by the Norwegian Government
- **Proparco** - the private sector financing arm of Agence Française de Développement Group (AFD Group). Proparco provides funding and support to both businesses and financial institutions in Africa, Asia, Latin America and the Middle-East
- **STOA Infra & Energy** - an impact fund created in 2017 by the Caisse des Dépôts and the Agence Française de Développement (AFD) to finance infrastructure in emerging and developing countries
- **Swedfund** - The Swedish state's Development Finance Institution whose mission is to combat poverty by investing in and developing sustainable businesses in the world's most challenging markets

Serengeti Energy is building a strong reputation for quality clean energy project development, construction, creative deal making, renewable industry thought leadership, efficient operations and trusted partnerships with customers, communities, and industry counterparties.



# THE ROLE:

With the injection of additional funding in 2022, the Board of Serengeti Energy are intent on ramping up the company's delivery and expansion from a development platform into a fully-fledged IPP that delivers projects on time and to budget.

As such, they seek to appoint a new entrepreneurially-minded CEO to deliver this change, foster a results-driven culture and drive the company's growth. The CEO will:

- **Provide Strategic Leadership** - develop and implement business initiatives, market development and operational plans in line with the Serengeti Energy strategy and business plan as approved by the Board
- **Targets and Budgets** - set business targets jointly with the senior management team and ensure that these are achieved
- **People Leadership and Development** - promote a commercial and results oriented business culture. Guide, motivate and develop direct and indirect subordinates, and coach and develop future leaders across the company
- **Health, Safety, Environment and Social Performance** - ensure that all activities strictly adhere to international best practices as well as approved company Health and Safety Management System (HSMS) and

Environmental and Social Management System (ESMS), business compliance standards and regulations while enhancing company ESG performance and profile

- **Brand Management** - lead development and positioning of the Serengeti Energy brand as a leading renewable IPP in sub-Saharan Africa
- **Reporting** - report to Board and Shareholders on the company's performance and operations, including lead and quality control of report preparation, submission, and discussion with stakeholders

TITLE:  
CHIEF EXECUTIVE OFFICER

REPORTING TO:  
THE SERENGETI BOARD

LOCATION:  
NAIROBI, KENYA

## DIMENSIONS OF THE ROLE:

The CEO leads the Executive Management Committee (EXCO), which currently comprises (i) Development Director, (ii) CFO, (iii) Director SHEC and (iv) General Counsel. A Construction and Engineering Director is currently being recruited. Country managers (currently in South Africa, Malawi and Sierra Leone) also report directly to the CEO.

Together with the EXCO, the CEO is responsible for overall company performance and the management of development and operations of the company and its subsidiaries. The CEO leads the EXCO and is the ultimate decision maker in the organisation, accountable to the Board of Directors and to the shareholders of the business.

### ***Duties and responsibilities include:***

- Leading the development of the company's short and long-term strategy and operational plans, in line with the objective of being a leading renewable energy IPP platform active in development, construction oversight, operations and asset management with best in class performance on all these fronts
- Communicating a uniform vision for the company and making sure that this is understood and acted upon
- Creating a positive and business-oriented culture in the company focused on both financial and ESG performance
- Leading, guiding and managing the EXCO and directing reports such as Country Directors
- Implementing the remuneration policy and framework for the company as approved by the Board
- Communicating, on behalf of the company with stakeholders, including shareholders, government and utility officials, regulatory authorities, lenders and equity providers, and the general public
- Taking decisions and actions required for the company to improve revenues and reduce costs
- Enforcing adherence to legal guidelines and in-house policies to maintain the company's legal status, compliance and business ethics
- Ensuring that Health & Safety performance is in line with IFC and other international standards as per the company HSMS and that this is best in class
- Ensuring that Environmental & Social performance is in line with IFC and other international standards as per the company ESMS and that this is best in class

# HOW TO APPLY

Candidates for the CEO appointment will be seasoned power sector professionals with a strong track record in business leadership, successful project development and construction, and complex stakeholder management. They will be of demonstrably high calibre with high levels of drive and ambition.

Candidates for this position will have a combination of the following skills, experience and personal qualities:

- Master level degree in Engineering (Electrical/Mechanical/Civil) or Business Management
- At least 20 years' relevant experience in energy and power generation industries drawn from project development, commercial, financing, construction, operations and general business management, mostly in Africa
- Significant experience in leading a company or major business unit in the power sector, preferably in Africa
- Profit and Loss responsibilities for business with complex operations covering multiple jurisdictions
- Experience with non- / limited recourse project financing of energy projects
- Leadership ability to inspire confidence and empowerment in a team, as well as holding the team accountable for results
- Ability to interact effectively with high level government officials to support the business at various stages (development, financing, construction & operations)
- Extensive networks, both in the renewable energy industry (service providers, developers, investors and financing institutions) and with government and utility officials in sub-Saharan Africa

*Please send your CV and contact details to Justin Wharton or Hamish Scragg who will contact you to discuss your application in more detail.*



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WHO ARE MILLAR CAMERON

# FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

## A SEAMLESS JOURNEY

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*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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