



MILLAR CAMERON

HEAD OF PROCUREMENT  
& SUPPLY CHAIN  
*ENEO*

PEOPLE . PASSION . PERSISTENCE

## ABOUT *ENEO*

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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

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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.



A photograph of a woman and a young girl looking at a laptop screen. The woman is in the background, smiling, and the girl is in the foreground, looking at the screen. The image is partially covered by a red bar at the top and a white bar at the bottom.

HEAD OF PROCUREMENT AND SUPPLY CHAIN *ENEO*

## MAIN RESPONSIBILITIES:

The Head of Procurement & Supply Chain is responsible for developing and executing procurement strategies, managing supplier relationships, and ensuring the efficient storage, control and flow of materials and services necessary for Eneo's operations throughout Cameroon. He or she will play an important leadership role in enhancing the business's procurement processes, minimising costs, reducing losses and contributing to the successful and efficient provision of power to businesses and households. Reporting to the CEO, the Head of Procurement and Supply Chain will provide strategic advice to the Executive Leadership Team and will be responsible for controlling annual spends in excess of CFA50billion (\$85 million).

**TITLE:**  
**HEAD OF PROCUREMENT  
& SUPPLY CHAIN**

**REPORTING TO:**  
**CEO**

**LOCATION:**  
**CAMEROON**

**TRAVEL:**  
**REGULAR TRAVEL WITHIN  
CAMEROON TO VISIT REGIONAL  
TEAMS**

# DIMENSIONS OF THE ROLE:

Eneo wish to appoint an experienced procurement and logistics professional who can bring strategic leadership, professionalism and integrity to a vital function for the business. The Head of Procurement & Supply Chain will lead transparent, ethical and competitive tendering processes and manage a large, geographically distributed team. They will be responsible for implementing the processes, controls and culture necessary to securely manage a varied, complex and high value inventory, minimising losses and optimising availability.

Specific responsibilities will include:

- Developing and implementing procurement strategies aligned with business goals and identifying cost-savings and efficiencies while maintaining quality standards
- Defining the processes for, and completing, transparent and fair tendering processes spanning a mix of service and product categories
- Vetting, establishing and maintaining strong relationships with key national and international suppliers, including negotiating favourable terms, contracts and pricing agreements
- Overseeing the drafting, review and negotiation of contracts with suppliers, ensuring risks to Eneo are mitigated
- Establishing robust controls and supplier performance management processes. This includes monitoring the performance of a very large number of sub-contractors. Rationalising the supplier base where appropriate
- Reviewing and streamlining supply chain processes to ensure timely and efficient delivery of goods and services to regional warehouses. Identifying losses, reviewing and improving systems for stock management
- Overseeing inventory levels to minimise excesses or shortages and implementing controls to optimise forecasting and working capital
- Analysing data to identify trends and inform purchasing and supply chain decision making
- Leading a large (100+) Procurement & Supply Chain team, optimising the organisational structure to raise productivity, increase efficiency and minimise the potential for fraud or theft. Develop a culture of integrity, trustworthiness, and best practice

# SKILLS AND QUALIFICATIONS

*Candidates for the Head of Procurement & Supply Chain will be seasoned procurement professionals with a background in purchasing and logistics gained whilst working for a large, complex international business, either in Cameroon or elsewhere in West Africa. They will have led a large and distributed team and held \$multi-million purchasing responsibilities for a business procuring a mix of high value assets and services, locally and internationally. Key will be their ability to develop an environment known for ethical and transparent operation and for the efficient management of a mission-critical supply chain.*

*Candidates are highly likely to have the following experience, skills and approach:*

- Bachelor's degree in Supply Chain Management, Procurement, Business Administration, or a related field (Master's degree preferred) combined with further relevant study and/or professional qualifications/certifications such as membership of a relevant professional institution
- A minimum of 15 years of progressive experience in international procurement and supply chain management, including time spent leading a large Procurement team with a spend of more than \$20million
- Comprehensive understanding of relevant procurement processes and regulations, market dynamics, and logistics challenges faced by a large, geographically distributed business with a substantial fixed asset base
- Excellent negotiation, contract management, and supplier relationship-building skills supported by a data driven approach to decision making
- Proven track record of leading and developing a substantial and geographically distributed team and introducing the relevant processes and controls necessary to ensure efficient, transparent, and compliant operation
- Fluency in written and spoken French and English

*Please send your CV and contact details to Tim Beckh 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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