

MILLAR CAMERON

Head of Finance
Africa GreenCo



GREENCO
Power Services Limited

About

Africa GreenCo

Africa GreenCo 'GreenCo' has established itself as a key player in Southern Africa's renewable energy sector with operations in Zambia, Zimbabwe, Namibia and South Africa. Backed by shareholders including Impact Fund Denmark and InfraCo Africa, a member of the Private Infrastructure Development Group (PIDG), GreenCo acts as an intermediary electricity offtaker and service provider, purchasing renewable-generated power from Independent Power Producers 'IPPs' and selling that electricity power to utilities, private sector offtakers (i.e. commercial & industrial offtakers), national power trading markets, and on the South African Power Pool 'SAPP'. GreenCo's vision is to lead innovation and sustainably transform renewable energy markets. This will be achieved through:

- Forward-looking approach to the deeper integration of power markets to unlock investment in renewable energy generation capacity.
 - Focusing on creating impact through innovative new solutions in the energy sector.
 - Fostering an agile start-up culture with a focus on individual responsibility and personal impact.
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The Role

As GreenCo broadens its energy trading operations in Southern Africa, the Head of Finance is responsible for leading GreenCo's financial management across the group and will be a member of the GreenCo Management Committee (ManCo). The role also covers individual company and group financial reporting, budgeting, treasury, intercompany transactions, financial governance, and external stakeholder reporting.

With increasingly complex trading activities, the Head of Finance will ensure the finance function is equipped to support strategic growth, ensure compliance across jurisdictions, and uphold the group's financial integrity. The Head of Finance reports to the CEO and will work in close collaboration with the Head of Risk and other senior leaders to implement effective controls and support strategic objectives.

This position presents an exciting opportunity to the financial management of a leading and expanding company in Southern Africa's rapidly evolving electricity trading sector. GreenCo provides a dynamic and supportive work environment for candidates seeking substantial opportunities for personal growth and career progression.

Key Responsibilities

A. Finance Function Leadership

- Lead and manage the GreenCo finance team across the group, in particular the parent company based in the UK and the operational subsidiaries in Namibia, Zambia, Zimbabwe and South Africa, ensuring alignment with group policies and performance standards. Currently, the finance team is all located in Zambia as the operational base for GreenCo but as operations grow in other jurisdictions, it may be necessary to strengthen the team with additional resources in other locations.
- Coordinate monthly closings, financial reporting, intercompany transactions, and audit readiness for each GreenCo company.
- Foster a collaborative and high-performing finance team, promoting knowledge sharing and continuous improvement.

B. Financial Reporting & Compliance

- Ensure timely and accurate preparation of individual company and group consolidated financial statements in line with IFRS and local statutory requirements.
- Oversee external audits for each GreenCo company and manage relationships with auditors and regulatory authorities.
- Maintain compliance with tax laws, company registration requirements, and donor/shareholder governance standards in each jurisdiction.

C. Budgeting, Forecasting & Group Financial Planning

- Lead group budgeting processes and establish robust financial planning and analysis (FP&A) capabilities.
- Oversee short- and long-term cash flow forecasting and scenario planning to support decision-making.
- Provide strategic financial insight to the CFO and Executive Committee, including cost-benefit analyses and performance metrics.



D. Group Treasury Management

- Take responsibility for group treasury operations and compliance with approved treasury policy.
- Monitor liquidity and optimize fund allocations across the group, ensuring availability for trading, operations, and investments.
- Manage relationships with banks and financial institutions, including onboarding, account structures, and loan facilities.
- Support currency risk management and alignment with counterparty payment obligations

E. Intercompany Transactions & Transfer Pricing

- Manage and document intercompany loans, service agreements, cost allocations, and reconciliations.
- Establish and oversee implementation of transfer pricing mechanisms, ensuring tax and audit compliance across jurisdictions.
- Coordinate cash sweeps and equity injections to ensure optimal capital structure at both subsidiary and group level.

F. Policy Development & Internal Controls

- Strengthen internal financial controls, approval protocols, and compliance frameworks across the group.
- Develop and standardize financial management policies, ensuring consistency and risk mitigation.
- Coordinate closely with the Head of Risk to ensure financial processes align with the group's broader risk management framework.

G. External Stakeholder Engagement

- Act as a finance point of contact for external stakeholders, particularly GreenCo's investors.
- Lead preparation of financial sections of investor reports, investor compliance reports, and responses to due diligence and impact reporting requests.
- Support the CFO in capital raising and investment structuring activities, providing financial models, forecasts, and documentation as required.

H. Commercial Finance & Business Partnering

- Provide financial input to commercial teams during structuring and negotiation of PPAs, trading agreements, and other energy contracts.
- Support the evaluation of new markets, pricing strategies, and financial risk-return assessments.
- Partner with business development to assess and monitor the financial viability of new projects or business models.

I. Systems & Process Improvement

- Lead the design and implementation of finance systems and automation tools to support scalable, efficient operations.
- Drive harmonization of financial processes across group entities for consolidation, reporting, and controls.



Skills and Experience

- Chartered Accountant or equivalent qualification (e.g. CA, ACCA, CPA).
- Minimum of 10 years of progressive experience in financial leadership roles, including experience in senior positions across group structures or multi-country operations.
- Strong expertise in IFRS, financial consolidations, treasury management, and intercompany accounting.
- Prior experience in the energy, infrastructure, project finance, or DFI-backed sectors is highly advantageous.
- Familiarity with regional tax and regulatory frameworks in sub-Saharan Africa is preferred.
- Proven leadership and mentoring skills across culturally diverse teams.

Attributes & Working Style

- Strategic thinker with strong execution and operational rigor.
- Resilient and proactive in navigating complex, multi-jurisdictional environments.
- Strong interpersonal and stakeholder engagement capabilities.
- Able to balance strategic oversight with a hands-on, solution-oriented approach.
- Committed to GreenCo's mission of advancing renewable energy markets in Africa.





Location & Travel

The role is ideally based in either Lusaka or Johannesburg, with periodic travel across Southern Africa to support regional operations and risk oversight.

Other locations can be considered for the right candidate.

MILLAR CAMERON

How to Apply

Please send your CV and contact details to Justin Wharton, Tim Beckh or Dolapo Sanya who will contact you to discuss your application in more detail.



Contact: Justin Wharton

Email: justin.wharton@millarcameron.com

Phone: +44 2038 000 423



Contact: Dolapo Sanya

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M I L L A R C A M E R O N

Who are Millar Cameron?

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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PEOPLE . PASSION . PERSISTENCE

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