

MILLAR CAMERON

PEOPLE · PASSION · PERSISTENCE

**TECHNICAL DIRECTOR**  
***POWERGEN RENEWABLE ENERGY***



## **ABOUT** ***POWERGEN RENEWABLE ENERGY***

PowerGen Renewable Energy (PowerGen) is an innovative and dynamic renewable energy company designing, building, and operating the next generation of power generation and distribution projects, or 'power grids,' that provide clean, affordable energy to underserved on-grid and off-grid communities in Africa. It has expertise across the development cycle and sources, designs, builds, and operates power systems using experienced in-house Engineering, Procurement and Construction (EPC) capabilities and well-established relationships with equipment vendors and construction partners. PowerGen also has highly effective customer and operations and maintenance functions to ensure the efficient and reliable operation of systems once built.

Founded in 2011 and headquartered in Kenya, the company operates primarily in Kenya, Nigeria, DRC, and Sierra Leone and has approximately 30,000 residential connections/households that benefit from 24/7 AC power generated from renewable sources. In addition, the business has developed and is building and operating captive power solutions for Commercial & Industrial (C&I) customers - mostly multinationals seeking cost effective, cleaner, and more reliable sources of electricity to power their businesses. Increasingly, PowerGen is also developing more complex off-grid and grid-connected utility scale power solutions combining a mix of renewable technologies including battery storage.

PowerGen's vision is to connect millions of people to clean, reliable, and affordable power for the first time whilst building the clean energy systems of the future in Africa. With over a decade of experience developing, building, and operating complex off-grid systems, PowerGen now has more than 300 installations in operation and a pipeline of over 100 MW. The company is well led and structured for growth having invested heavily in its people, including business development professionals, development engineers and investment associates who ensure appropriate capital is available. It is governed by an impressive Board and is in the final stages of closing a substantial Series C fundraising which will result in several internationally renowned investors joining PowerGen's shareholder community.

As PowerGen closes its financing and takes on larger and more ambitious utility scale projects, it is eager to appoint a seasoned Technical Director to join the Executive Team and lead the engineering and project execution functions. This appointment is critical to PowerGen delivering its growing pipeline of projects and to ensuring the installed base continues to perform effectively.

## MAIN RESPONSIBILITIES:

*Part of the PowerGen Executive Leadership Team, the Technical Director will oversee the alignment of technical and operational strategies with business objectives, reporting directly to the Chief Operating Officer (COO), they will manage key technical and project departments and deliver PowerGen's growing project pipeline and asset base. The Technical Director will be responsible for cross-disciplinary leadership in engineering and project management while ensuring resource optimisation and continuous innovation.*

*Key performance indicators will include project implementation success, asset profitability, technology roadmap execution, innovation adoption, safety and project management standards, and team development. The role requires expertise in solar PV, battery energy storage systems (BESS), and distribution networks, along with strong leadership, project management, and communication skills. Furthermore, the Technical Director will need the ability to contribute at a leadership level to help drive the business overall.*

**TITLE:**  
**TECHNICAL DIRECTOR**

**REPORTING TO:**  
**COO**

**LOCATION:**  
**KENYA, DRC, SIERRA LEONE,  
OR NIGERIA**

**REMUNERATION:**  
**BASIC SALARY, ANNUAL BONUS,  
BENEFITS AND LTIP**

**TRAVEL:**  
**REGULAR TRAVEL ACROSS  
POWERGEN'S KEY GEOGRAPHIES**

**START DATE:**  
**IMMEDIATE**



## **DIMENSIONS OF THE ROLE:**

*The Technical Director will have the following core responsibilities:*

- Strategic leadership and alignment of technical activities with business goals
- Team leadership and the development of technical, project, asset management and Health & Safety capabilities, while fostering a culture of continuous improvement and innovation. This includes effective goal setting and performance management
- Supporting the Business Development function by providing technical and project execution insight, engaging with key stakeholders and overseeing client engagements during project delivery
- Project oversight and delivery – ensuring projects across the portfolio are delivered safely on time, within budget, and meet quality standards
- Cost optimisation and efficient resource management
- Innovation and technology integration – delivering a technology roadmap and R&D strategy to maintain PowerGen's competitive offering and enable seamless project integration and asset portfolio optimisation
- Defining and reviewing system architecture and design standards, while developing appropriate standards frameworks across all technical and project disciplines
- As part of the Executive Team, engaging with shareholders, lenders, staff and communities to drive growth of the business overall

# THE PERSON:

*Candidates for the Technical Director position will possess the experience, commercial awareness, and business management skills to join PowerGen's Executive Team and to contribute to the overall leadership and development of the business. Specifically, they will demonstrate the following skills, experience, and attitudes:*

- Deep technical expertise in the renewable energy sector, with a particular focus on solar PV, battery storage, low- and medium-voltage distribution systems, and associated switchgear. Ideally, the Technical Director will have first-hand experience of delivering complex megawatt-scale renewable projects in Africa
- A proven track record of leading large, skilled technical teams in the energy sector, spanning Systems Design and Engineering, Project Management, Operations & Maintenance (O&M), and Environmental, Social, Health & Safety (ESHS)
- Experience of working across borders and leading geographically disbursed cross-functional teams and operating in differing market and regulatory conditions
- Strong commercial mindset with a clear focus on cost optimisation, efficient resource utilisation, asset performance and innovation that drives shareholder returns
- Demonstrable expertise in vendor and contract management, with the ability to develop mutually beneficial relationships with suppliers and partners and implement effective and fair procurement processes
- Highly effective budgeting, planning, and forecasting skills
- A focus on developing effective standards and processes for project management, ESHS, O&M, technology roadmap development and portfolio optimisation
- Executive level gravitas, strategic business management experience, communication, and leadership skills necessary to effectively engage shareholders, stakeholders and communities at all levels and to contribute to the overall leadership of the business

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

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*Contact: Tim Beckh*

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Phone: +44 2038 000 310



*Contact: Dolapo Sanya*

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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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