

MILLAR CAMERON

Senior Director,
Clean Energy Access
CLASP




About *CLASP*

CLASP is the leading global authority on efficient appliances' role in fighting climate change and improving people's lives. With 25 years of expertise, CLASP collaborates with policymakers, industry leaders, and other experts to deliver clear pathways to a more sustainable world for people and the planet.

CLASP is a global non-profit with offices in Europe, India, Indonesia, Kenya, and the United States. They have worked in over 90 countries since our inception in 1999. They are mission-driven and committed to a culture of inclusion, transparency, collaboration, and impactful work. Find out more about [CLASP](#).

CLASP's Clean Energy Access (CEA) programs aim to expand global access to clean energy by accelerating the adoption of affordable, efficient, and high-quality appliances and equipment. These programs play a critical role in addressing energy poverty by promoting solutions that are both climate-friendly and accessible to underserved communities. From advancing off-grid solar technologies that bring power to energy-impooverished households, to supporting the climate resilience of communities through productive use of appliances, CLASP's CEA work is grounded in equity, sustainability, and impact.



The scope:

The Senior Director will have full accountability for CLASP's energy access strategy – its evolution, implementation, monitoring, business development, and external representation. You will lead a diverse, globally distributed team currently based in Nairobi, New Delhi, and Washington, DC, with potential for further expansion.

Reporting to the Chief Strategy & Impacts Officer and serving on CLASP's Senior Leadership Council, you will collaborate with key leaders across the organization, including the Senior Director – Africa, Chief of Programs, Regional Leads, and other senior stakeholders to advance CLASP's mission and organizational priorities.

This role offers an exceptional opportunity to lead a passionate, high-performing team in shaping and delivering a comprehensive portfolio of programs that advance universal energy access. CLASP's initiatives focus on two interconnected goals: reducing climate vulnerability and driving economic development for energy-constrained communities.

As Senior Director, you will partner with CLASP's regional teams to design, develop, and implement impactful energy access programs. While the position is based in CLASP's Nairobi office, reflecting the concentration of activities in Africa, its scope is global. A key priority will be to build and strengthen international collaborations that accelerate access to energy-efficient appliances in other regions as well. The role requires extensive international travel and flexibility to work across time zones.

CLASP's programs aim to shape strong policies, strengthen market ecosystems, unlock financial flows, and build consumer confidence in off- and weak-grid appliances. CLASP drives innovation, supports the uptake of high-quality products, and generates data and evidence on performance, market trends, and consumer needs – enabling informed decisions and systemic change. To achieve this, CLASP partners with governments, market actors, financial institutions, technology providers, and consumers.



MILLAR CAMERON

Ideal profile:

CLASP is seeking an accomplished and visionary leader to serve as Senior Director, Clean Energy Access, guiding a global team dedicated to securing universal energy access through energy-efficient appliances and equipment.

The ideal candidate will bring deep expertise in the energy access sector, demonstrated through thought leadership, strategic program delivery, business development, and team management, supported by a strong professional network across energy access and adjacent sectors such as finance and agriculture.

This role demands a leader who is fully conversant with the complexity of global energy access efforts and skilled at navigating dynamic contexts. The Senior Director will interpret emerging trends, define strategic direction, build coalitions, cultivate partnerships, and lead diverse teams to deliver ambitious, measurable outcomes. They will also play a critical role in mobilizing resources, implementing high-impact programs, and managing motivated, high-expertise teams.

The successful candidate will be dynamic, entrepreneurial, and collaborative, eager to work with colleagues across multiple geographies to design and deliver programs that drive systemic change. They will inspire teams to pursue bold goals, communicate with clarity and influence, and foster consensus among diverse stakeholders. This individual will combine strategic vision with practical execution, demonstrating curiosity, adaptability, and resilience to seize opportunities, overcome challenges, and accelerate progress towards universal energy access.

Key responsibilities:

Strategy

- Evolve strategy: Interpret context, identify new approaches and partnerships, steer the goal setting process, seek alignment with CLASP's climate strategies, and implement engagement strategies to guide the continued evolution of CLASP's Clean Energy Access strategy.
- Strategic alignment: Collaborate with program teams in developing a shared understanding of the strategy, goals and implementation approaches.

Program Design & Implementation

- Develop programs, guide implementation, provide oversight: Facilitate the delivery of impact-oriented programs. Develop team structures, methods, staffing plans, balance priorities, and optimize resources to ensure effective program management, delivery, partnerships, business development and communications. Provide overall program oversight with accountability of the energy access program portfolio.
- Track impacts and progress: Contribute to the development and implementation of program impact metrics. Work with the MEL team to monitor and evaluate the progress of project activities, identify opportunities for improvement, and communicate progress.

Business Development

- Identify and pursue opportunities: In collaboration with senior leadership, fundraising, and program teams, identify new opportunities for funding. Work collaboratively with relevant team members to explore and pursue opportunities, including establishing new relationships, strengthening existing ones, and leading the business development process.
- Proposals: In collaboration with senior management, fundraising, and relevant team members, develop concept papers, funding proposals, and present to prospective funders.

MILLAR CAMERON

Thought Leadership & Communications

- External representation: In collaboration with senior management, communications, and programs teams, serve as the key spokesperson and strategic voice on energy access strategy, portfolio of work, and impacts to internal and external stakeholders.
- Research and communications: Help define gaps in data and evidence on energy access, prioritize research needs, and guide research development. Contribute to, or lead, development of new research products. Present CLASP's research in relevant internal and external global forums.

Team Management

- Lead and grow a high-performing team: Support Regional Directors in building and managing clean energy access teams based in their offices. In partnership with the Regional Directors, support the energy access team's continued growth, facilitate training and professional development, and identify recruiting needs.
- Backstop: In partnership with Regional Directors, provide overall technical and managerial backstop to ensure high-quality, consistent, and impactful delivery across the energy access programs.

Representation & Senior Leadership


- Enhance CLASP's global brand: Provide strategic oversight and identify opportunities to drive brand awareness, partnerships, and impacts.
- Organization leadership: As a member of the senior leadership team, contribute to organization-wide issues and serve as leadership ambassador across the organization.



Skills and experience:

We are seeking an accomplished and mission-driven leader with deep expertise in energy access and a proven ability to deliver impact at scale. The ideal candidate will bring a balance of strategic vision and practical execution, thriving in complex, multicultural environments and working in close collaboration with strong, established teams.

Key Qualifications

- Bachelor's degree required; a graduate degree in a relevant field (engineering, development, economics, international relations, or environmental sciences) preferred.
 - Significant leadership experience (15+ years) in international program design and implementation and oversight including budget responsibility, with a strong track record in Africa.
 - Deep sector expertise in clean energy access, particularly in off-grid or weak-grid contexts; broader exposure to energy policy, finance, or technology is a plus.
 - Demonstrated success in fundraising and building high-impact partnerships with donors, governments, and the private sector.
 - Flexible, empathetic leadership style – able to influence without authority, collaborate across cultures, and adapt to established team dynamics.
 - Exceptional communicator, both written and verbal, with the ability to inspire, engage, and represent the organization at the highest levels.
 - Entrepreneurial and strategic thinker who can see the big picture while remaining grounded in practical implementation.
 - Fluency in English essential; additional languages such as French, Portuguese, or Swahili are an advantage.
- 

Attributes:

The Senior Director, Clean Energy Access, will be a trusted business partner, able to make and explain difficult decisions, and foster an environment across the organization that delivers results. Key qualities and attributes critical to this role include:

- A collaborative team leader and coach with a passion for developing others, building high trust working environments, and empowering team members to work autonomously and deliver high-quality outcomes.
- Demonstrated ability to manage and inspire mid-level managers while ensuring results, growth, and accountability.
- Skilled in navigating senior-level partnerships and managing high-stakes relationships with institutional and organizational leaders.
- Strategic and entrepreneurial thinker who thrives in ambiguity, creating adaptive, innovative solutions to complex challenges.
- Experienced in leading multi-country programs with strong systems thinking, attention to detail, and operational rigor.
- Strong communicator – verbal and written – with the ability to persuade, influence, and align diverse stakeholders around a shared vision.
- Mission-driven, with a commitment to advancing sustainable energy access.
- Humble, emotionally intelligent, resilient, and adaptable, able to navigate complexity with composure and a sense of humor.
- A leader who supports growth in others while remaining open to learning and being led.





Additional information:

Reporting to:

Chief Strategy & Impacts Officer

Reporting lines:

- Senior Leadership Council; close collaboration with Senior Director – Africa, Chief of Programs, and Regional Leads
- Internal partners: MEL, Communications, Fundraising, and Program teams across geographies
- External partners: Governments, market actors, financial institutions, technology providers, consumers, and funders in the energy-access ecosystem

Location:

Nairobi, Kenya

Start date:

As soon as possible

MILLAR CAMERON

How to apply:

Please send your CV and contact details to Ruqayah Fazle who will contact you to discuss your application in more detail.



Contact: Marta Koczorowska

Email: marta@millarcameron.com

Phone: +44 2038 000 218



Contact: Silvia Tikani

Email: silvia.tikani@millarcameron.com

Phone: +254 20 5038446



Contact: Ruqayah Fazle

Email: ruqayah.fazle@millarcameron.com

Phone: +254 20 5038447



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.



MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

Oxford

London

Nairobi

Cape Town