

MILLAR CAMERON

**Head of Engineering
& Construction**
*Gridworks Development
Partners*



About *Gridworks*

Gridworks Development Partners LLP (Gridworks) is a development and investment platform dedicated to Africa's electricity networks. Established in 2019, Gridworks is a pioneer in the Transmission, Distribution, and Distributed Renewable Energy (DRE) sectors, parts of the power sector that have historically suffered from chronic under-investment.

While significant investment has flowed into power generation, the networks required to transmit and distribute that power remain a major bottleneck. Hundreds of billions of dollars in investment are needed for African countries to absorb current and planned generation.

Gridworks is wholly owned and funded by British International Investment (BII), the UK's development finance institution. It develops and invests in critical power infrastructure, both on and off-grid, to create sustainable, affordable, and reliable power sectors that drive economic growth.

Gridworks investments include:

- **Independent Transmission Projects (ITPs):** Developing high-voltage grid infrastructure through innovative funding models.
- **Distribution concessions & PPPs:** Investing in utility concessions, management contracts, and Public-Private Partnerships to expand distribution networks or improve financial viability and operational efficiency.

- **Distributed Renewable Energy:** Leading the transition to clean energy through metro-grids and distributed generation solutions

Gridworks' current portfolio includes operating investee companies, projects in development and projects in construction:

- **Sustainable Power Solutions (SPS):** A leading distributed utility providing solar and battery storage to businesses across sub-Saharan Africa.
- **Moyi Power:** A ground-breaking project to build greenfield, solar-powered utilities for three cities in northern DRC, serving over a million people.
- **Anzana Electric Group:** A hydro-focused rural utility platform expanding energy access in East and Southern Africa.
- **Amari Power Transmission:** Africa's first ITP to reach financial close, construction is underway to upgrade critical substation infrastructure to strengthen the national grid in Uganda.
- **LTEC:** A partnership with EDM in Mozambique to develop phases II and III of the 460 km Chimuarua-Nacala Transmission Line with backing from IFC and DFC..

In addition, Gridworks has a strong pipeline of development assets and investment opportunities across the Continent at various stages of development.

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The Role

The Head of Engineering & Construction is a core member of the executive management team and will be responsible for maximizing the long-term value, performance, and resilience of Gridworks' portfolio throughout the project lifecycle, from pre-investment due diligence, through project development and construction, and then operations.

This role provides portfolio-wide leadership across engineering, construction delivery and project management governance (PMO), ensuring projects are delivered on time, within budget, and perform optimally throughout their lifecycle. In due course as assets come on stream, the Head of Engineering & Construction will also assume responsibility for asset management across the portfolio.

The Head of Engineering & Construction will be supported by Gridworks' head office engineering team, with dedicated engineering team members also embedded in portfolio companies and project SPVs.

Main Responsibilities

Portfolio Strategy, Leadership & Performance

- Define and implement portfolio-wide Engineering, Construction and, when appropriate, Asset Management strategies aligned with investment objectives and risk appetite.
- Establish performance benchmarks, KPIs, and reporting frameworks for construction and operational assets.
- Lead continuous improvement in asset reliability, availability, resilience, and cost efficiency.
- Ensure compliance with Gridworks EHSS policies and procedures.

Project development and due diligence

- Lead the technical strands of commercial, contractual and operational due diligence and support investment teams in the origination, qualification and development of investment opportunities.

Construction Delivery & Project Management (Financial Close to COD)

- Oversee all construction activities across the portfolio, ensuring projects are delivered on time, within budget, and to required technical standards.
- Oversee Owner's Engineers and EPC contractor performance, including contract compliance, claims management, and change control.
- Ensure compliance with technical, H&S, environmental, social, and ESG standards.
- Lead construction risk management and escalation of material issues.

Construction-to-Operations Transition & Asset Readiness

- Define and manage structured handover of projects from development and construction into operations.

- Supervise operational readiness, commissioning, documentation, completion of punch lists, warranty management, and post-completion risk mitigation.
- Design and implement operating models, advising on asset operations, organisational design, and business processes.

Asset Management (Post-COD)

- Oversee operational performance of assets through SPVs and O&M contractors to ensure anticipated returns.
- Supervise Gridwork's implementation of asset management strategies and lifecycle optimisation plans.
- Ensure robust performance monitoring, reporting, and optimisation throughout asset life.

Governance, Portfolio Management & Decision Rights

- Participate in portfolio management processes, including Quarterly Portfolio Reviews (QPRs), ensuring consistency, accountability, and timely escalation of risks.
- Work closely with Portfolio Management Leads (PMLs) to ensure effective technical and performance matters are addressed and resolved.

PMO, Systems & Capability Development

- Establish a central Project Management Office (PMO).
- Design and implement a scalable Construction and Asset Management framework, including standardised PMO processes.
- Develop systems, processes, and controls to manage multiple assets and Owner's Engineers efficiently.
- Build and manage teams of Construction Managers, Asset Managers, and PMO staff, and support capacity building within SPVs and local teams.

The Person

Candidates for the Head of Engineering & Construction will have a lengthy track record in the design, planning and construction of large scale, high value infrastructure projects in emerging markets, ideally in Africa. It is highly likely that they will have a first hand experience in the design, construction or operation of transmission, distribution and/or power grid infrastructure as part of a standalone project or as part of a wider power generation project.

Candidates with a blend of the following technical skills, experience and personal qualities are of particular interest:

Experience, Qualifications & Approach

- **Senior Infrastructure Expertise:** Deep experience in energy utilities and large-scale infrastructure project delivery. Experience in complex transmission and distribution infrastructure would be ideal.
- **Operational Insight:** Strong understanding of construction risk, operational asset performance, and long-term value creation.
- **Technical Due Diligence:** Ability to lead technical strands of commercial and contractual due diligence to support investment teams during funding/project financing.
- **Stakeholder Management:** Experience engaging effectively with senior stakeholders, including contactors, lenders, regulators, and government officials.
- **Contracting and Contractor Management:** A proven track record of identifying, selecting, engaging and managing the performance of EPC contractors, Owner's Engineers, consultants and other advisors.
- **Process & Frameworks Development:** Experienced in the development and consistent application of best practice processes and frameworks across multiple assets and workstreams.
- **Emerging Markets:** Proven experience operating across emerging markets, with a strong preference for experience in Africa.
- **Health & Safety:** Detailed knowledge and experience in the Health & Safety aspects of complex infrastructure project construction and operations, ideally gained in the power sector.
- **Collaboration and Communication:** An effective verbal and written communicator with the ability to develop rapport and work collaboratively within a high calibre, closely knit team.
- **Management Experience:** Demonstrable team leadership, people and process development skills. Capable of creating a high performing team operating across a diverse portfolio of assets and projects.



Additional information

- **Reporting to:** Chief Executive Officer
- **Location:** South Africa, Nairobi or London
- **Travel:** Significant international travel across project locations in Africa

Measures of Success

- Safe and on-time transition of projects from construction to operations.
- Stable and improving asset performance across the entire portfolio.
- Establishment of clear governance, reporting, and decision-making disciplines.
- Reduction of execution and operational risk as the Gridworks portfolio scales.

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How to apply

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



Contact: Tim Beckh

Email: tim.beckh@millarcameron.com

Phone: +44 2038 000 310



Contact: Justin Wharton

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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

Oxford London Nairobi