

Job Vacancy Description:  
**Team-Leader Africa Regional Unit**  
*Reference: 22/005*

## 1. The company

Trama TecnoAmbiental (TTA), with headquarters in Barcelona (Spain), is an international engineering and consulting firm in business since 1986 in the field of renewable energies and specialized in distributed generation and energy access for development. TTA's multidisciplinary team has extensive experience at both technical and management levels and has been exposed to many international projects all over the world.

With its more than 30 years of experience, **TTA offers a full range of cross-cutting engineering & consulting services** for all kinds of renewable energy and energy access projects, such as:

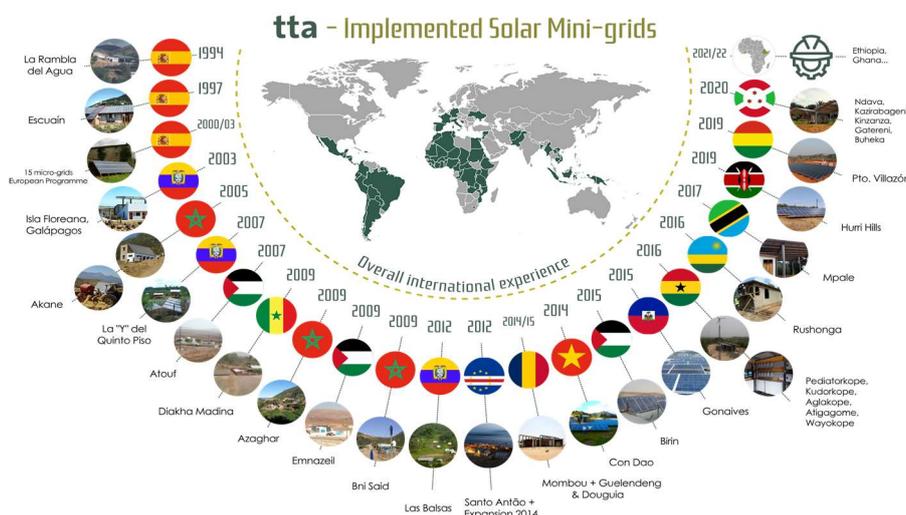
- *Consultancy in energy access and renewable energy projects (off -grid and on -grid).* Project identification and evaluation; Technical and Economic feasibility studies; Assessment of renewable energy sources, Engineering studies; Social and environmental impact assessments; Owners Engineering services; Preparation of technical specifications and bidding documents; Support during procurement; Construction supervision; Monitoring services; Operation and Management services; Project promotion and dissemination.
- *Engineering Procurement & Construction (EPC) of micro-grids.* Design, supply, installation and commissioning of micro-grid projects.
- *Energy efficiency and green buildings.* Evaluation, design and monitoring of energy efficiency projects; Energy auditing; Integration of renewable energies into buildings and green building practices.
- *Institutional, Policy and Regulatory Support.* Design of rural electrification policies, programmes, strategies and action plans; Policy development and planning; Development of business models and tariff schemes; Market potential assessments.
- *Product development.* Development of products specific for renewable energy and rural electrification projects.
- *Capacity Building.* Capacity building and specialized trainings.
- *R&D.* Publication of articles, documents, guidelines, case studies, and presentations at international conferences.

TTA is a **pioneer firm in renewable energy-based generation and solar PV Hybrid mini-grids**. At the forefront, TTA was the driving force for the implementation of the first micro-grid projects in Spain in the early 1990s, and later on applying its expertise in Latin America, Africa and the Mediterranean. TTA has implemented mini-grids as EPC contractor in Ghana, Chad, Cape Verde, Ecuador, Palestine, Morocco, etc. some of which have been operated and maintained by TTA. Having collaborated in various tasks of the International Energy Agency (IEA), TTA was awarded with the EUREC Technology Prize 2001 “for developing excellent system technology for rural electrification based on renewable energy sources, combined with an innovative, user-oriented approach for its implementation”. Furthermore, in September 2015, TTA was awarded with the Prize “Off-Grid Experts Awards” by the company Off-Grid Phaesun together with ARE (Alliance of Rural Electrification), for excellence in the performance in the field of Off-Grid power supply, in the Category A “product” for TTA’s “Electricity Dispenser”, an advanced meter for mini-grids.

In terms of **publications**, TTA has been the main contributor of the IRENA's Innovation Outlook: Renewable Mini-grids (2016) and is author of the World Bank's ESMAP Benchmarking study of Solar PV mini grids investment costs (2017 & 2018). TTA's first hand field experience in the Operations and Maintenance of Mini-grids has been used by IRENA's Policy Toolkit. These are just some of the latest references in which TTA has participated.

Another significant milestone in the sector is TTA's lead organization of the **International Conference on Solar Technologies & Hybrid Mini Grids to improve energy access**, a relevant sector event conducted on October 2018 in Mallorca (Spain) and which was supported by renowned organizations such as the ESMAP, World Bank, EnDev, the GIZ or SNV.

**TTA's track record** in the field of Renewable Energies and Rural Electrification is demonstrated by the extensive list of projects carried out around the globe for project developers, contractors, power utilities, governments as well as all major International Organizations such as the World Bank, IFC, UNDP, UNOPS, UNIDO, UNICEF, GEF, UNESCO, IDB, OAS, European Commission, AECID, GIZ, KfW, and other cooperation and development agencies, NGOs, local communities and individuals.



TTA is also a member of and collaborates with the following organizations and Groups. TTA is a founding member of the **Alliance for Rural Electrification (ARE)** and TTA's Director served as Board member for three years until 2015.



Further detailed information on the work of TTA can be found at: [www.tta.com.es/en](http://www.tta.com.es/en). Please see some of our Microgrids projects: <https://youtu.be/Z21tenW9YXE>, <https://youtu.be/NlFpRHK8YU>.

## 2. Job description

TTA is seeking a **Team-Leader** in order to head TTA's **Africa Regional Unit**. Being member of TTA's Board of Directors, the candidate will **champion business coordination and lead business development in Africa**.

You are **passionate about rural electrification being an expert in business coordination and development** in this area, and you want to pursue a career in the rural electrification sector in Africa.

The selected candidate is someone who enjoys **coordinating a team**, promoting a fruitful and motivating work environment among team-members, and can thrive in a complex HR environment, with internal and external **human resources** dedicated to an extensive portfolio of projects. You will be directly responsible for the unit's annual budget and strategic goals set by the company management, as well as the performance of the project-teams under your supervision, meeting assignments within the budget and time complying with the highest quality standards. You will also be the **key interface between TTA's clients, partners and other market stakeholders, and the team**.

Supervision, planning and review of strategic and operative objectives, control of budget and turnover, strategic decisions for business development, direct sales and networking actions, **leadership in human resource management** and others will be a "common routine" on a weekly basis for this role.

The nature of the project portfolio will be related to sustainable energy and rural electrification, including renewable energy, energy efficiency, mini-grids and energy access. They will deal with different kinds of aspects such as technical, socio-economic, regulatory and institutional, aiming not only at successfully deploying new technologies but achieving a **long-term sustainable social impact**.

The **Africa Regional Unit** is responsible for the turnover of 60% of TTA and is deemed to be the major source of growth during the next years. The team involves 6-7 energy access experts divided in two operational units, one rather dedicated to English speaking, the other one to French and Portuguese speaking Africa. This includes also a team-member based in TTA's regional office in Nairobi. The work environment is characterized by collaboration and teamwork, innovation and encouraging personal growth.

## 3. Responsibilities

The candidate will work in the following areas and will have the following responsibilities:

### A. Business Coordination

1. **Planning and control of budget and turnover:** the candidate will be responsible of the budget assigned to the unit and for the achievement of the strategic objective that are set by the Board of Directors, such as turnover, added value, etc..., increasing the margins of the Africa-teams project portfolio and following-up the team performance to allow a comfortable cash flow to the company. Furthermore, he/she

will set up the unit's annual budget and operative plan. This includes also the management of TTA's office in Nairobi.

2. **Team management and HR planning:** The candidate will develop and monitor the HR strategy that includes the management of a pool of external experts and specialists. Additionally, the Team-Leader will develop methods and procedures for the team to work effectively and sustainably and ensure a harmonious working environment. She/he will assure effective mentoring and make best endeavours for the team's motivation and results orientation.
3. **Corporate management:** as member of the Board of Directors of TTA, the Africa Team-Leader will bring in his/her expertise to adequately administrate corporate business, including set-up and revision of business plans, strategic objectives and performance indicators, annual plans and business control measures. The candidate will also develop and communicate the expectation levels and vision of the company to members of the unit, in line with the company's corporate vision and goals. Develop and incorporate policies and procedures of the company in business unit operations.
4. **Continuous improvement:** Make best endeavours to ensure motivation of the team to work towards excellence regarding service quality and efficiency.

## B. Business Development

5. **Development of new opportunities** will be one of the main tasks to assure the accomplishment of the economic results and the objectives of growth.
6. **Client relationships:** Build effective relationships with the clients so as to maintain good revenue increase, high customer satisfaction and good corporate image.
7. **Sales management:** manage internal resources to work on proposals and coordinate proposal management. Analyze tenders and opportunities in order to take decisions on Go or NoGo.
8. **Other networking actions:**
  - Attendance in important, strategic webinars and conferences
  - Direct networking and commercial actions, including periodic calls and visits with key-institutions, collaborators and clients.
  - Maintain partners network (international and local partners and subcontractors) that are relevant for the Africa Unit's operation

## C. Strategy

- Collaborate on company level, together with the members of TTA Board of Directors, in the establishment of strategic objectives and business plans, including the strategic focus of TTA's regional office in Nairobi.
- Identify key-services to be focussed on to optimise TTA's value proposition.
- Analyse and explore market trends, identifying new opportunities in Africa and create new strategies for marketing.
- Identify priority countries or regions for the medium- and long-term strategy
- Identify TTA's priority business segments, key-customers and partners

## 4. Profile

The ideal candidate for this position will have the following competences:

1. **Educational Background.** A Master's degree in business administration, economics or similar is desired. Additional education in engineering, especially including renewable energies, energy efficiency, sustainable energy and/or energy access will be an advantage.
2. **Previous Work Experience.** Minimum 10 years of experience in business development and/or business administration is required. Minimum 5 years of experience in the renewable energy sector, especially with off-grid and PV-hybrid solutions is required. The candidate will also need to have a minimum of 5 years of international experience in Africa. Specific experience in rural electrification, especially micro-grids or at least in some of the relevant key-aspects, like policy, technical or regulatory framework, among others, will be an advantage.
3. **Customers.** Concrete experience in Africa and with multilateral or bilateral development agencies is highly desirable.
4. **Languages.** Fluency in French and English is mandatory. Fluency in Portuguese will be an advantage and Spanish will be an added value.
5. **Tools.** Excellent command in Microsoft Word, Power Point and Excel are required. Good experience in using project management tools, ERPs, etc. is highly desired.
6. **Interests.** Passionate about sustainable energy, especially rural electrification and development. Motivation to work travel internationally, concretely in Africa.
7. **Skills.**
  - **Motivating skills:** The Team-Leader should be able to **encourage and build team spirit** among staff, bringing about mutual respect and cooperation
  - Expertise in negotiation processes with clients and partner networks
  - The candidate needs to be **dynamic and very focussed on results** and have an entrepreneurial and business-oriented spirit.
  - Ability to deal with complaints and resolve disputes and conflicts
  - Analytical skills, efficient designing and implementing of processes
  - Cross-cultural communication and interpersonal skills are very important

## 5. Conditions

- **Salary and benefits:** TTA offer a Director's position in a dynamic, multi-cultural and multidisciplinary environment, with possibilities of partial remote work, flexible working hours and conciliation of personnel and professional life. Salary to be discussed.
- **Starting date:** Immediate.
- **Position based in:** Barcelona, Spain with travels for commercial and networking actions or project sites, mainly in Africa and Europe. Other workplaces based in Africa can be considered for outstanding candidates.

**Apply >>** If you are interested in applying for this position, please click on the following link where you will find the procedure to follow (upload CV and fill-in form): <https://goo.gl/forms/i05SOg847G7bsybE3>

Only shortlisted candidates will be contacted.