

# AKIIRA GEOTHERMAL L I M I T E D

<b>Job Title:</b>	CHIEF EXECUTIVE OFFICER (CEO)	<b>Job Category:</b>	EXECUTIVE
<b>Department/Group:</b>	REPORT TO BOARD	<b>Job Code/ Req#:</b>	
<b>Location:</b>	NAIVASHA, KENYA	<b>Travel Required:</b>	NO
<b>Level/Salary Range:</b>		<b>Position Type:</b>	FULL TIME
<b>HR Contact:</b>	CFO	<b>Date posted:</b>	January 6, 2016
<b>Will Train Applicant(s):</b>	N/A	<b>Posting Expires:</b>	January 22, 2016

**Applications Accepted By:**

E-MAIL: [HEZY.RAM@AKIIRAONE.COM](mailto:HEZY.RAM@AKIIRAONE.COM) &  
ROBERT.BUNYI@AKIIRAONE.COM

**Job Description**

Akiira Geothermal Limited (AGL) is conducting a search for an experienced corporate executive to serve as CEO for their Geothermal Startup Company. This start up is under development by well respected, successful and financially stable Kenyan, European and American Equity partners.

Akiira Geothermal Limited (AGL) is developing a 70 MWe Geothermal Power Plant in Kenya. The company will drill production wells, construct a power plant and associated facilities up to commissioning. Initially through an outside operations and maintenance contractor will operate it for 25 years under a power purchase agreement with Kenya Power & Lighting Co Ltd. The role requires an individual able to bring a wealth of experience in organization management and offers a market competitive package.

**ROLE**

Reporting to the Board of Directors the CEO will provide leadership, direction and guidance, control the operation deliverables, quality assurance, safety, finance and human resources. Develop a strategic plan to advance the company's mission and objectives, promote revenue, profitability and growth as an organization.

**RESPONSIBILITIES**

- Responsible for maximizing the operations of the company and maximizing shareholder return.
- Responsible for maximizing the Power Plant availability and reliability.
- Responsible for steering the human resource management of the organization with a goal at localization of manpower
- Applying the Delegation of Authority approved by the Board and renewing it on annual basis.
- Responsible for settling in place appropriate processes and controls to permit for:
  - Development and implementation of continuous improvement and reporting of health, safety, social and environmental management systems and structures to meet the company's commitments in these areas.
  - Personnel development to include establishment of performance appraisal systems and plans and implementing a remuneration policy aligned to the market and budget.
  - Proper administration of all the commercial and financial contracts and agreements entered into by the company by engaging the contractual counterparts while mitigating the risk of the

company and its project returns.

- Organizing efficient quarterly Board meetings and Shareholder Meetings with timely distribution of Board packs, draft and final Minutes of Meetings and Board resolutions.
- Entering into new contracts, wherever necessary as per the Delegation of Authority and Board approvals.
- Distribution of Monthly reports to the Board members and the Shareholders' representatives, as per agreed formats.
- Timely closure of Audit points emerging from various internal and external audits.
- Obtaining and maintaining necessary permits, licenses and consents to run the business smoothly and in compliance with various contracts the company has entered into.
- Maintaining all the insurance policies of the company, as required. Ensure that the insurance claims procedures are followed properly and no action takes place threatening the validity of insurance cover and application of its policies.
- Fostering a professional relationship with the O&M contractor aimed at ensuring that the company's assets are operated in accordance with the O&M contract. Initiating long term solution to the plants' operational issues to protect project revenues and guarantee asset integrity.
- Responsible for the compliance of the company to legal and regulatory requirements
- Preparing and obtaining a yearly approval from the Board on the company, for the annual Budget and obtaining approval from the Lenders of the Annual Operating Budget. Monitoring and reporting budget variances and deviations from forecasts on a regular basis. Ensuring business operations remain within approved budgetary limits
- Keeping the Board members and Shareholders updated with relevant and material happenings, events or developments in the business of the company.
- Fostering a transparent management style with all counterparts and with the shareholders in particular.
- Endeavoring to prevent and solve disputes with the off taker, government agencies, contractors and suppliers in order to build long term sustainable relationships. Recommending the solutions of any material issue to the Board of Directors for their approval. Litigation to be the last resort in the event of a dispute/disagreement.
- Represent the company and conduct/maintain good relationships of the Company with the off-taker, authorities and regulatory agencies, lenders, banks, insurers, professional organizations and other stakeholders.
- Maintain and develop companies' image through social actions and information in order to confirm the companies' long term commitment to the power sector's development.

#### **QUALIFICATIONS AND EDUCATION REQUIREMENTS**

- 15 to 20 years' experience in an executive level position preferably in the Energy Sector preference will be given to candidates with experience in oil and gas/geothermal production.
- Degree in Engineering, economics, finance or business.
- Experience in the execution of large scale executive level business plans and project development
- Strong visionary skills and a proven history of transforming concepts into reality through progressive management techniques.



- Experience in the development and management of plant staffing and employee development and training programmes.
- Demonstrated experience in contract management and negotiation.
- Experience in managing commercial, accounting and regulatory employees.
- Experience with planning, budgeting and reporting to shareholders.
- Experience of establishing and maintaining an effective climate of open communication.

**OTHER INFORMATION**

The compensation package is extremely competitive and includes a comprehensive benefits package.

Qualified interested candidates should respond by sending their Cover Letter and CV's as well as expected monthly salary requirements in USD plus all expected applicable costs to [hezy.ram@akiiraone.com](mailto:hezy.ram@akiiraone.com) and copy [robert.bunyi@akiiraone.com](mailto:robert.bunyi@akiiraone.com) with Subject Line: **AGL CEO ROLE** by **22<sup>nd</sup> January 2016**.

Only qualified candidates and applications received within the time frame will be considered.