



VACANCY

CHIEF EXECUTIVE OFFICER

Applications are invited from suitably qualified candidates with minimum age of forty (40) years to fill the vacant post of Chief Executive Officer at the Electricity Supply Corporation of Malawi Limited (ESCOM).

THE ORGANISATION

ESCOM is a Statutory Corporation incorporated under the Companies Act No. 19 of 1984 as a Limited Company to generate, transmit and distribute electricity in Malawi.

GENERAL DESCRIPTION OF THE JOB

The Chief Executive Officer is responsible to the Board for the efficient and effective operations of ESCOM. The successful candidate will have overall responsibility for the management of ESCOM and ensure that performance in the provision of electricity is in line with policies set by the Board and the Government of Malawi.

KEY RESPONSIBILITIES OF THE POSITION

The Chief Executive Officer shall be responsible for:

1. Provision of leadership for improved overall performance and progress towards achievement of set objectives.
2. Prioritizing action plans for improved electricity generation, transmission, and distribution, revenue management and supply of electricity to customers.

3. Provision of improved service to ESCOM electricity users and potential users.
4. Examining areas in the power system, plant and equipment which cause power interruptions or inadequate delivery capacity and put in place appropriate strategies and action plans to remedy the power interruptions and inadequate delivery capacity.
5. Provision of general oversight of all ESCOM activities to ensure that the Corporation is a smooth functioning and efficient organisation.
6. Ensuring proper mechanism is in place for long term load projections, demand side management expansion planning, budgeting, revenue projections and pricing of electricity.
7. Ensuring that the customer base is expanding in line with Government Policy, MERA performance indicators as set from time to time and ensuring that supply infrastructure is extended to accommodate increased customer base and projections.
8. Ensuring that systems, controls and strategies are formulated and put in place to monitor and control the business performance of ESCOM.
9. Directing and guiding all the Divisions of ESCOM in the preparation of corporate strategic and business plans and align them with Government Policies, ESCOM's vision and mission.
10. Continuously monitoring and evaluating the progress for each Division of ESCOM through the Performance Management process to determine achievements of ESCOM targets.
11. Ensuring timely preparation of the budget plans in line with the Public Finance Management Act of the Laws of Malawi and adherence to implementation timelines.
12. Identifying organisation structure changes and staff skill requirements and put in place required management systems and processes to manage the change process and motivation of staff.

13. Ensuring that ESCOM operates a proper and efficient accounting system and maintains books of accounts and other records to reflect a truly and fair financial position of the Company and in conformity with generally acceptable financial standards.
14. Positioning ESCOM to become the reliable and proactive service provider of electricity in Malawi.
15. Any other duties assigned by the Board from time to time.

ESSENTIAL REQUIREMENTS

1. A Master of Science Degree in either Electrical or Mechanical Engineering.
2. Those with post – graduate qualification in Management will have an added advantage.

KEY COMPETENCES AND EXPERIENCE

The ideal candidate for the position of Chief Executive Officer must:

1. Have good leadership and team building skills.
2. Be registered with the Malawi Board of Engineering or other recognised Electrical or Mechanical Engineering Institute or any other relevant professional body.
3. Be result oriented.
4. Be computer literate (Ms Word, Excel and Power Point).
5. Be decisive, self motivated, assertive and possess excellent communication and interpersonal skills.
6. Be of high integrity, discretion and possess excellent negotiation skills.

7. Have at least ten (10) years post qualification experience in top Management in a reputable organization.

APPOINTMENT AND REMUNERATION

The successful candidate shall be offered a negotiable performance related contract for a period of three (3) years, with an attractive salary, benefits and package commensurate with seniority of the position and qualification of the candidate.

METHOD OF APPLICATION

Interested persons should submit applications including detailed Curriculum Vitae and three (3) names of traceable referees by 15th January 2010 to:

The Comptroller
Department of Statutory Corporations
GEMINI House
P O Box 30061
Capital City
LILONGWE 3

Only short-listed applicants will be acknowledged.