



South African Wind Energy Association

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A registered non-profit organization and approved in terms of Section 18A tax benefit

Registration no: 034-566-NPO

Recruitment Process: SAWEA CEO Position

Position Advertised: May 2019

Closing Date for Applications: 17:00 on 28 June 2019

Applications to be submitted (electronically) to: admin@sawea.co.za

Chief Executive Officer Job Description

May 2019

Job Title:	Chief Executive Officer
Department:	SAWEA Executive Management
Reports To:	SAWEA Board of Governance

Job Summary

The Chief Executive Officer (CEO) is a multi-faceted position that requires excellent stakeholder engagement skills, the ability to drive organizational success and a vision for the future. The CEO is the external face of the organization and as such interacts with stakeholders of all levels (internal and external) from grass roots communities, labor unions, SAWEA staff and members, other NGOs and senior government officials, both locally and internationally.

The CEO is tasked with pursuing SAWEA's Mission, Vision and Business Plan (and updating these from time to time) and actively driving the successful implementation of SAWEA's strategy. A strong passion for wind energy and South Africa's just energy transition is essential. The CEO must be solutions-oriented and able to provide solutions that ensure the good standing of SAWEA in the sector and amongst stakeholders.

The role is suited to an individual with significant management experience and the ability to perform well under pressure as part of a dynamic team. The position requires extensive travel (international and local) and public speaking (for example at conferences and in the media).



Main Responsibilities (this is not an exhaustive list)

- Actively recruit new members and sustain relations with existing members with a view to growing the organisation
- Develop, deliver and regularly improve service offerings to members, including SAWEA programmes such as Windaba
- Ensure that members can contribute to the work of the Association via participative mechanisms
- Design and implement marketing, lobbying and advocacy initiatives to promote the industry's interests
- Maintain relations with national policy makers and other national stakeholders
- Maintain relations with international stakeholders such as GWEC
- Represent SAWEA at relevant fora and strategic industry partner platforms
- Seek to ensure the financial sustainability of SAWEA through sound planning, budgeting and financial management
- Seek to ensure that SAWEA's staffing, offices and systems operate efficiently and in the best interests of members
- Manage service providers or delegate authority to do so within the framework of SAWEA's policies and guidelines
- Ensure effective reporting to the board, members and affected stakeholders
- Ensure that SAWEA's policies and conduct are aligned with South Africa's developmental imperatives
- Lead and motivate staff to enhance engagement and foster a high-performance team environment
- Analytic abilities and project solving approach

Skills & Character Attributes

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| <ul style="list-style-type: none"> • Communication, especially relationship management & negotiation skills • Planning & organizing, with strong project management abilities • Unwavering ethical behavior and strong moral compass • Strategic decision-making ability | <ul style="list-style-type: none"> • Achievement-focused • Strong commercial acumen • People management • Resilience • Presentation and public speaking skills • Teamwork orientated and dependable |
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Experience, Knowledge & Qualifications

- Extensive knowledge of South Africa's developmental agenda
- Extensive knowledge of South Africa's power sector
- Familiar with South African public policy processes and public finance concepts
- Familiar with relevant South African Energy legislation and regulations
- Experience with developing and managing public advocacy programmes
- Familiarity with South Africa's Renewable Energy Independent Power Producers Programme (REIPPPP)
- Strong general and project management experience
- Familiar with concepts of social and enterprise development
- Suitable tertiary qualification, ideally at master's degree level
- Experience with managing people
- Experience with procuring and managing service providers



- Experience with working at senior level, initiating and leading strategic direction
- Understanding of corporate governance

Resource Management / Dimensions

- General management of around 10 staff
- P&L responsibility for around R10-R15m per annum

Location

Cape Town or Johannesburg

Completed By

SAWEA Board

Date

May 2019

Note that the Job Description will form part of any Employment Contract and will form the basis for Key Performance Indicators (KPIs) and performance assessments.

All candidates will be screened and interviewed and will be subject to reference, credit, criminal and qualification checks and verification.

Remuneration (which includes base salary and a potential performance bonus) will be in line with experience and skills and will be market related.

South African nationals and specifically candidates from previously disadvantaged backgrounds will be given preference for this role.