

FRES is hiring a

Regional Operations Manager (ROM)

Full time



Job description

GENERAL

Foundation Rural Energy Services (FRES) advances electrification in rural areas in Africa by establishing small-scale, commercially operating utilities. These utilities provide households and small businesses with electricity generated by solar energy to meet the demand for proper lighting, radio and TV, charging cell phones, and a broad range of commercial activities. Thus, the companies contribute directly to the social and economic development and social cohesion of rural areas in Africa.

FRES is a not-for-profit, small multinational, founded in 2004, and currently consists of companies in Mali, South Africa, Burkina Faso, Uganda and Guinea-Bissau and a head office in Amsterdam, The Netherlands. FRES is contemplating further growth of its activities by expanding in other African countries and by growing its business in the existing countries.

FRES-Netherlands which is the head-office in Amsterdam supports and guides the FRES Companies and exercises the necessary supervision to ensure that operational performance and development targets are met.

FRES Group Companies have a turnover of approximately € 3 million per annum in existing business and new developments with a total of 200 direct staff. The assets in place are for a part financed by grants from international organisations. The central FRES organization is a cost center that has to perform with a maximum efficiency and drive to help the total FRES organization to meet its targets. Therefore FRES-Netherlands has a small highly skilled multicultural team of approximately 5 staff members. All team members report directly to the Managing Director of FRES and are also in direct contact with the Board Members when needed.

FRES Netherlands is currently looking to fill the position of a Regional Operations Manager.

POSITION

Responsible for supervising the FRES operations in a number of FRES companies in Africa. Member of the FRES Netherlands (FRES NL) team and member of the Board of Directors of local FRES companies. Reports to the Managing Director of FRES NL.

ROLE ROM

Co-develop and agree objectives and strategy for the FRES Companies concerned. Responsible for supervising the effective operation of these FRES companies. Ensure that the strategies of the local African companies are aligned with, and that their interest is represented in, the overall FRES Business strategies and plans. Govern (control and guide) the FRES companies. Actively support management of the local FRES companies to improve the company's operations and assist them in ensuring that they meet their objectives.

ACTIVITIES

Operations

- Develop and agree annual plans and budget for each FRES company
- Benchmark business processes and performance between the FRES companies
- Relay issues faced locally and propose solutions

- Support identification and – where needed – implementation of local business improvement activities
- Identify growth opportunities within the companies in portfolio
- Liaise with the central FRES team with regards to information and requirements regarding institution donor grant applications and their reporting and potential donor requirements in general

Missions/visits to FRES companies in Africa

- Be willing/prepared to travel to Africa when needed
- Prepare detailed purpose and action list for field missions
- Perform internal audits and checks in the field if procedures are implemented
- Conduct with other team members operational reviews, prepare reports and present these to the FRES Board, the managing director and team members
- Assist on deepening and sustaining relationships with persons/institutions of interest in the respective countries (government, partners, etc)
- Participate in important local events when necessary (congresses, conferences)
- Generate visit reports, provide feedback and update action list and follow up – prepare presentations to board/team members

Monitoring and Control

- Monitor and appraise performance of the FRES companies against agreed targets and objectives (KPIs), including Monthly Reports
- Control, guide and support the FRES companies by ensuring that procedures and business processes are implemented and respected
- Ensure that the FRES companies meet their local legal obligations
- Deal with ad-hoc tasks to solve issues related to FRES company analysis and reports at FRES NL
- Ensure FRES company reports to FRES NL are complete, correct, accurate and delivered on time
- Assist on the development of FRES policies and reglementary documents for the local FRES companies (i.e. code of conduct, emergency response plan, procurement policy, etc)
- Support with content development for the reporting to donors and other external parties and help assure that obligations towards donors are met.

SKILLS AND ABILITIES

- Work experience with developing, preferably African, countries
- Operations experience in technical companies, ideally in the field of solar energy
- Strong analytical and presentation skills
- Strong skills and experience with writing reports
- Leadership and supervisory skills
- Good interpersonal and intercultural skills
- Excellent spoken and written skills in English and French
- University degree or practical education at comparable level

FRES offers a salary according to the standards of the NGO sector.

CONTACT

For further information about our work and the job, please check our website www.fres.nl or send a mail to info@fres.nl. Are you interested? Please send a motivational letter and resume to info@fres.nl **before 18 March 2019**.