



*foundation* RURAL ENERGY SERVICES

## **General Manager**

**Organisation: FRES**

**Job Location: GABU, Guinea Bissau**

**Starting date: As soon as possible**

### **I. Background on FRES**

Foundation Rural Energy Services (FRES) is a small not-for-profit multinational foundation, founded as a Corporate Social Responsibility (CSR) initiative in 2001, with seed funding from NUON NV, a Dutch energy utility. It has a small head office in Amsterdam, with a core team of 8 people.

FRES' small head office in Amsterdam, The Netherlands, oversees and supports the activities of local companies in Africa, providing the expertise and investments needed for them to start-up, grow and, most importantly, become self-reliant. The head office is also responsible for the international procurement of hardware, maintaining relationships with donors, partners, and suppliers, and planning for expansion in new countries.

FRES's primary mission is to advance electrification in rural areas in Africa by establishing small-scale, commercially operating utility companies, which are solely managed by local personnel. In so doing, FRES addresses the UN sustainable development goals by contributing directly to fighting poverty, increasing employment, and improving living conditions. FRES companies operate as energy utilities providing households and small businesses with electricity, on a fee-for-service basis. Energy is provided to customers through either a connection to an off-grid mini-grid or Solar Home Systems (SHS). Customers pay a fixed monthly service fee, based on energy requirements, according to a service level.

FRES is currently made up of 4 companies (FREScos) in Mali, Burkina Faso, Guinea-Bissau, and Uganda, supplying energy to approximately 21,000 customers. FRES assists the companies towards a roadmap of self-reliance, which should result in the businesses achieving sustainability within 5 years. After which, the company should no longer rely on grant funding or loans to pay for all operating costs, replacement investments, and expansions, and could theoretically continue indefinitely.

Tiered service levels (S1-S4) exist to categorize energy requirements, with each service level based on their energy requirements, with S1 being the smallest, and S4 the largest. Should a customer's energy requirements change over time, the service level can be adjusted. All installations and repairs are conducted by company technicians as part of a full -service package.

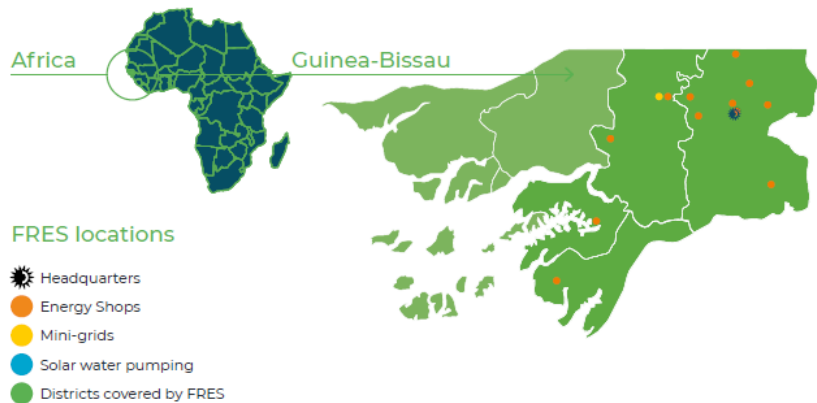


## II. FRES in Guinea Bissau

### Overview

FRES Guinea-Bissau was founded in 2011 and initially operated in the eastern Gabú region. Following expansion in recent years, the company now covers the whole southwest of the country. Since 2017, it has operated a multifunctional mini grid in Contuboeil, Bafatá.

In 2019, FRES Guinea-Bissau employed 47 people. At the end of the year, it had 4,372 SHS and mini grid customers and 13 energy stores.



## III. Job description

The GM bears the overall responsibility for the continued development of the FRES solar company in Guinea Bissau. His/her major role will be to plan, organize, coordinate, motivate and control company operations. The GM will attract local management and local staff and direct and coach them over a period of 2 years. The GM reports to the Company Board of Directors. The GM has operational contact with the Operations Manager at FRES HQ in Amsterdam responsible for Guinea Bissau.

## IV. Responsibilities

### 1. Strategy development

- Monitors local developments and customer demand for basic electricity
- Maintains relationships with relevant authorities to stay abreast of potential developments in the local energy market
- Identifies business development opportunities together with the OM at FRES HQ for inclusion in business plans

### 2. Operations

- Delivers electricity to customers as agreed per business plan.
- Reports on a monthly basis to FRES HQ on programme progress and context development;
- Monitors progress versus targets; initiates corrective actions in case of deficiencies
- Reports to local subsidy providers/ local government as and when required.

### 3. Attracting and Managing staff

- Manages the Team CFO, COO (local management team);
- Together with local management team, attracts other local staff including technicians;
- Manages and develops the team, identifies and follows-up on training needs;



- d. Conducts appraisals for management team, discusses personal development, assist in appraisals for local staff, ensures team development;
- e. Ensures a well-functioning team and a good team spirit amongst the whole team;
- f. Final responsibility for ensuring that FRES HR guidelines and national employment regulation are in place and adhered to.

#### **4. Business Control**

- g. Maintains efficient financial control (of cash flows, local payment, etc), accountability standards, procedures and records;
- h. Maintains operational control, ensuring proper functioning of equipment at customers, timely fee collection.
- i. Maintains stock control, ensuring that all stock moving out or in is properly accounted for
- j. Ensures the proper execution of purchasing procedures
- k. Ensures timely follow-up of audit findings.

#### **V. Schedule**

Period: 2 years initially with exact schedule over time to be agreed.

#### **VI. Location**

Gabu: The GM will be based in Gabu where the regional office is set up. From there, the GM will regularly visit the areas of expansion of operation. Regular visits will also be made to Bissau.

#### **VII. Profile**

Skills:

- Proven entrepreneurial capacity;
- Strong bottom-line approach, results focused;
- Strong leader; team-builder, who can delegate and coach
- Excellent written & oral expressions skills in French, Portuguese ; English.

Experience and knowledge:

- At least 5 years of management experience;
- Experience in the following:
  - ESG
  - Company operations
  - Strong financial planning, control and reporting;
  - Understanding of Procurement, supply and stock management processes
  - Experience in working in multicultural environments;



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- Experience of living and working in (rural) Africa is highly desirable;
- Affinity with energy sector
- Affinity with rural development
- Degree level of education, with majors in Business; Economics; Engineering; Finance

#### **VIII. Our offer**

- Salary in accordance with Non-Governmental Organizations (NGO)
- An opportunity to contribute to rural electrification and poverty eradication.

#### **IX. Your application**

Please submit your application including a CV and motivation letter to: Mark H van Niekerk: email: [mark.van.niekerk@fres.nl](mailto:mark.van.niekerk@fres.nl) For further information about our work, please consult our website [www.fres.nl](http://www.fres.nl).

Questions related to the position can also be addressed to: [mark.van.niekerk@fres.nl](mailto:mark.van.niekerk@fres.nl)