



## VACANCY ANNOUNCEMENT

### Director of Advisory, Energy 4 Impact

**Reports to:** Managing Director of Energy 4 Impact

**Location:** Nairobi

**Expected start date:** ASAP

**Salary:** Negotiable, commensurate with experience

#### ABOUT ENERGY 4 IMPACT

Energy 4 Impact is a non-profit organisation that seeks to reduce poverty in Sub Saharan Africa by accelerating access to clean energy, helping businesses and communities make better use of that expanded access, and working with the private sector to support the sustainability of these efforts.

Energy 4 Impact values access to energy not as an end in itself but for the difference it makes to people's lives every day, in terms of agricultural development, economic growth, humanitarian recovery and climate resilience.

Energy 4 Impact supports the development and growth of privately owned SMEs, and micro businesses, which deliver renewable energy products and services to the poor in rural and urban settings. We advise energy access SMEs on commercial, financial and engineering matters and help them secure the resources they need to grow. We run pilots to test new products, business models and expand into new markets.

We are well known for our innovative work in productive uses of energy, particularly solar irrigation, cold storage, milling and e-mobility. Our other areas of specialism include mini-grids, electrification of schools and clinics, clean cooking, clean energy in refugee camps and urban slums, conditional cash transfers, and crowd funding.

Supported by a small headquarters in London, Energy 4 Impact's team of 80 operates from regional offices in Kenya, Tanzania, Rwanda, Senegal and Benin. Since our formation in 2006, Energy 4 Impact has supported over 8000 businesses and those businesses have created over 15,000 jobs, raised \$160 million and enabled 18 million people to get access to energy. Most of our funding comes from major development agencies, development financing institutions and corporate trusts and foundations.

#### Merger with Mercy Corps

In September 2021, Energy 4 Impact became a 100% subsidiary of the humanitarian and development NGO Mercy Corps. The merger allows Energy 4 Impact and Mercy Corps to



increase impact by building on each other's technical expertise and reach, opening up new opportunities and funding for placing energy access at the heart of development projects.

Mercy Corps has a global development team of 5,600 which operates in more than 40 countries affected by poverty, climate change, crisis and disaster. Many of these are fragile states – for example Ethiopia and the Sahel countries of Mali, Niger and Burkina Faso – and nearly 80% of those without energy access come from such states. Mercy Corps works alongside communities, local governments, forward-thinking corporations and social entrepreneurs to meet urgent needs and develop long-term solutions to make lasting change possible. Mercy Corps has a total operating budget of \$488 million and in 2020 reached nearly 37 million people.

**For more information, please see <https://www.energy4impact.org/> and <https://www.mercycorps.org/press-room/releases/energy-4-impact>**

## **ABOUT THE ROLE**

This is an exciting opportunity for an experienced professional with a background in energy access and productive use in Africa to make a real impact on the ground.

Reporting to the Managing Director, you will be a key member of the Energy 4 Impact Senior Management Team. You will lead our African Advisory team, which includes professionals from a range of private sector backgrounds, including engineering, project development, entrepreneurship, banking and investment, and management consulting.

You will be responsible for ensuring our advisory programmes are delivered on time and on budget to a high standard.

You will lead the growth of Energy 4 Impact's advisory business and build on the exciting opportunities created by the merger with Mercy Corps.

You will contribute to the design and implementation of the energy components of Mercy Corps' multi-sector programmes.

Our team helps energy access SMEs – which include stand-alone solar appliance companies, solar home system companies, mini-grid developers, clean cooking companies, humanitarian energy players, and enabling organisations – to grow and become more sustainable by offering advisory services in different areas:

- Business model development and planning;
- Financing strategy and capital raising;
- Product, technology and IP;
- Sales and marketing;
- Supply chain and operations;
- Enabling environment;
- Impact measurement;
- Market analysis and development;
- Partnership development; and



- Design and implementation of pilots.

## RESPONSIBILITIES

### Team Management Responsibilities

- Manage and mentor team of over 20 advisors in Nairobi, helping them to deliver programmes and grow their skills and experience.
- Drive and champion the Energy 4 Impact mission, vision and values.
- Promote and encourage a transparent, cohesive and ethical work culture.
- Encourage a collaborative atmosphere with focus on open feedback and professional development.

### Programme Management and Advisory Responsibilities

- Manage and implement donor advisory programmes, including budgeting and reporting, both internally and externally.
- Provide business and financial advice to early and later stage SMEs, including stand-alone solar appliance suppliers, mini-grid developers, solar home system companies and others.
- Provide support to SMEs on their business models, partnership facilitation, project development, investment readiness, financial modelling and capital raising.
- Develop relationships with local investors, financial institutions and donors active in the energy access sector.
- Work closely with the Mercy Corps Africa Regional and Country Teams in delivery of larger field-based programmes, including the energy components of Mercy Corps' multi-sector programmes.
- Work closely with the Energy 4 Impact / Mercy Corps' Finance Teams to ensure programme reporting is accurate and up-to-date, and key programme risks are identified and mitigated as much as possible.
- Work closely with Energy 4 Impact's Knowledge Management and Monitoring and Evaluation teams to ensure expected results for programme activities are properly measured and evaluated.
- Work together with Energy 4 Impact's Communications Team to market and disseminate information on Energy 4 Impact and our programmes.
- Help Energy 4 Impact to develop internal processes and institutional knowledge of energy access financing, business models and regulatory issues.
- Build and develop relationships with programme implementing partners and lead development of strategic partnerships as required.
- Represent Energy 4 Impact and make presentations at conferences and networking events.
- Provide thought-leadership around the gaps in the market and how Energy 4 Impact and Mercy Corps can help fill those gaps.

### Business Development Responsibilities

- Support organisational efforts to identify and secure new funding from potential donors.
- Build and develop relationships with energy access donors and other funders.



- Work together with the Business Development teams of Energy 4 Impact and Mercy Corps to prepare bids, concept notes and proposals for donors.

## REQUIREMENTS

### Work experience

- 8+ years' experience in at least one and preferably several of the following areas:
  - Management of energy or agricultural-related donor programmes, preferably in an African energy access context
  - Energy project development, operations, financing or appliances
  - Financial advisory, management or strategic consulting
  - Early-stage business building as an entrepreneur, investor (PE/VC/impact investing) or incubator
- Experience working with rural and off-grid business models and financing and an understanding of the unique challenges faced by businesses operating in Africa.

### Qualifications

- Graduate Degree in Business Management, Economics, Finance, International Development, Energy, Environment, Climate Change or other relevant subject

### Skills and Knowledge

- Excellent leadership and motivational skills. Track record managing a diverse mix of professionals and different cultures.
- Excellent organisation and project management skills. Ability to manage multiple programmes and client engagements, meet deadlines and allocate resources and budgets effectively.
- Ability to develop partnerships and strong and effective relationships with industry stakeholders. Strong network in energy access space, including SMEs, investors, donors, and other stakeholders.
- Strong understanding of the off-grid market, entrepreneurial space and impact investing sectors, preferably in an African context.
- Ability to mentor clients and help them develop commercial or technical solutions.
- Ability to critique and develop financial models.
- Strong written and oral communication skills as well as ability to write high quality reports and proposals.
- Effective public speaker or workshop facilitator.
- Fluent English. Fluent French or Swahili would be an advantage

### Personal qualities

- Team player
- High energy
- Attention to detail and a focus on results
- Ability to think outside the box, to see the big picture and connect the dots
- Ability to work calmly under pressure
- A can-do and collaborative mindset



- Willingness to travel internationally, sometimes at short notice
- Passion for working in the development and impact sector
- Close alignment with the mission and values of Energy 4 Impact and Mercy Corps

## OUR VALUES

### **Ongoing Learning**

In support of our belief that learning organizations are more effective, efficient and relevant to the communities we serve, we empower all team members to dedicate 5% of their time to learning activities that further their personal and/or professional growth and development

### **Diversity, Equity & Inclusion**

Achieving our mission begins with how we build our team and work together. Through our commitment to enriching our organization with people of different origins, beliefs, backgrounds, and ways of thinking, we are better able to leverage the collective power of our teams and solve the world's most complex challenges. We strive for a culture of trust and respect, where everyone contributes their perspectives and authentic selves, reaches their potential as individuals and teams, and collaborates to do the best work of their lives.

We recognize that diversity and inclusion is a journey, and we are committed to learning, listening and evolving to become more diverse, equitable and inclusive than we are today.

### **Equal Employment Opportunity**

Energy 4 Impact / Mercy Corps is an equal opportunity employer that does not tolerate discrimination on any basis. We actively seek out diverse backgrounds, perspectives, and skills so that we can be collectively stronger and have sustained global impact.

We are committed to providing an environment of respect and psychological safety where equal employment opportunities are available to all. We do not engage in or tolerate discrimination on the basis of race, color, gender identity, gender expression, religion, age, sexual orientation, national or ethnic origin, disability (including HIV/AIDS status), marital status, military veteran status or any other protected group in the locations where we work.

### **Safeguarding & Ethics**

Energy 4 Impact / Mercy Corps team members represent the agency both during and outside work hours when deployed in a field. Team members are expected to conduct themselves in a professional manner and respect local laws, customs and Mercy Corps' policies, procedures, and values at all times and in all in-country venues.

Energy 4 Impact / Mercy Corps is committed to ensuring that all individuals we come into contact with through our work, whether team members, community members, program participants or others, are treated with respect and dignity. We are committed to the core principles regarding prevention of sexual exploitation and abuse laid out by the UN Secretary General and IASC. We will not tolerate child abuse, sexual exploitation, abuse, or harassment



by or of our team members. As part of our commitment to a safe and inclusive work environment, team members are expected to conduct themselves in a professional manner, respect local laws and customs, and to adhere to [Mercy Corps Code of Conduct Policies](#) and values at all times. Team members are required to complete mandatory Code of Conduct E-learning courses upon hire and on an annual basis.

### **Accountability to Project Participants**

Energy 4 Impact / Mercy Corps team members are expected to support all efforts towards accountability, specifically to our program participants and to international standards guiding international relief and development work, while actively engaging participant communities as equal partners in the design, monitoring and evaluation of our field projects.

### **CONTACT**

Interested parties are encouraged to apply as soon as possible and at the latest by **26 April 2022**. To apply, please send your CV, along with a covering letter to [recruitment@energy4impact.org](mailto:recruitment@energy4impact.org). Only shortlisted candidates will be contacted.

*Energy 4 Impact / Mercy Corps is an equal opportunity employer and encourages applications from qualified individuals regardless of race, religion, national origin, sexual orientation or disability.*