



Vacancies
Nigeria Power Sector Program
October 2018

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Environmental and Social Consultant

- **Direct Report: PMO/Results Management Lead**
- **Business Unit: General**
- **Location: Lagos and (or) Abuja**

About Deloitte

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Programme Description

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Position Description

The Environmental and Social consultant is responsible for producing environmental and social impact assessments, management plans, and other related reports.

Position Responsibilities

- Prepare Environmental and Social Impact Assessment (ESIA) reports;
- Prepare Environmental and Social Management Plan (ESMP) reports;
- Prepare Resettlement Action Plan and Livelihood Restoration Plan reports; and
- Prepare other Environment & Social related reports/reviews as may be required under the NPSP
- Study the existing process for obtaining the environmental approvals for mini-grids and solar home system projects and suggest improvements for simplification of the process, especially focused on the Rural Electrification Agency (REA)'s Energizing Economies Initiative (EEI) projects
- Review Environment & Social regulatory/institutional framework
- Review general Environment & Social literature
- Perform Environment & Social issues scoping and stakeholder engagements;
- For Rural Electrification Agency's Energizing Economies Initiative projects:
 - Analyse the current process, through the implementation of the first phase of projects under the Energizing Economies Initiative
 - Document lessons learnt from the existing process
 - Revise process design
 - Liaise with teams from REA, the Rural Electrification Fund (REF), and other government departments to have a buy-in of the revised design
 - Design and deliver training programs on this process for project developers
- Report preparation and submission to the Federal Ministry of Environment (FMEnv.) for approvals as may become necessary; and
- Any other Environment & Social task that may become necessary under the NPSP.

Required Skills

- Experience of environmental approval processes with power generation projects in Nigeria and ESG reporting per various international standards
- Experience of working with government departments in emerging market environments.
- Effective communication skills and ability to coordinate between various stakeholders, including government departments and private sector organisations, Development Financial institutions (DFIs), local commercial banks, etc.
- Work independently within established guidelines, prioritize and coordinate activities, and meet critical deadlines
- Work cooperatively with others; build and maintain constructive relationships with those encountered during course of work; respond effectively and tactfully to hostility, confusion or concerns expressed by others
- Effectively represent the department in contacts and relationships with the public, local business community and other government agencies
- Use sound judgment and personal initiative to accomplish assignments
- Use appropriate interpersonal style and approach to ensure team cohesiveness and cooperation
- Locate, research, interpret, and apply environmental laws and regulations
- Ability to communicate clearly and effectively and produce concise, accurate and impartial reports, narratives, summaries and recommendations

Educational Requirement

All applicants are expected to have either a minimum of a PhD degree with at least 8 years of relevant experience; a Juris Doctor - JD (All But Dissertation - "ABD") with at least 10 years of relevant experience; an MS/MA/MBA with at least 12 years of relevant experience; a BS/BA degree with at least 15 years of relevant experience or a degree less than a BS/BA with at least 20 years of experience.

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Off-Grid Local Capital Consultant

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Position Description

The Off-Grid Local Capital Consultant will support Power Africa Nigeria by mapping local investors for off-grid projects and motivating them to invest in the sector.

Position Responsibilities

- Identify potential local investors

- Enumerate the synergies with investors' existing businesses
- Propose structures for investments (direct project investment, holding companies, funds etc.)
- Prepare an approach note for unlocking local investor capital
- Present to potential investors on the opportunities in the sector

Required Skills

- Experience with capital markets/banking sector in Nigeria
- Experience in fund management, fundraising, and/or corporate finance activities
- Experience working with government departments in emerging market environments
- Effective communication skills and ability to coordinate between various stakeholders, including government departments and private sector organisations, DFIs, local commercial banks etc
- High proficiency in Microsoft Office suite, including Word, Excel and Outlook
- Proven leadership, inter-personal and cross-cultural skills, and ability to build and motivate diverse teams
- Fluency in written and spoken English is required
- Ability to work under pressure, as part of a team or independently, and meet deadlines consistently

Educational Requirement

All applicants are expected to have either a minimum of an MS/MA/MBA with at least 15 years of relevant experience; a BS/BA degree with at least 20 years of relevant experience

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Off-Grid Supply Chains Consultant

- **Direct Report: PMO/Results Management Lead**
- **Business Unit: General**
- **Location: Lagos and (or) Abuja**

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Position Description

The Off-Grid Supply Chains Consultant will support Power Africa Nigeria by identifying various possible supply chain designs for delivery of off-grid solutions (Solar home systems, mini-grids) and associated costs.

Position Responsibilities

- Identify various supply chains already in operation (e.g. for Fast Moving Consumer Goods (FMCGs), domestic goods, farming implements/consumables) and mapping complete logistics and handling costs
- Identify various mechanisms of consumer financing (bank debts, leases, micro finance etc.) and relating this to purchasing power
- Evaluate the applicability and synergies of various existing supply chains for off-grid solutions
- Prepare an approach note for engaging with such supply chains
- Present potential supply-chains on the opportunities in the sector

Required Skills

- Experience of supply chain management in FMCG/Pharma/Farming sector in Nigeria
- Experience in operation of supply chains
- Experience of working with and MNC private sector supply chains belonging to the above sectors
- Effective communication skills and coordinating between various stakeholders, including government departments and private sector organisations, logistic providers, local commercial banks etc.
- Ability to initiate and manage change and to recognize and adjust to rapidly changing conditions;
- Strong communication and presentation skills including ability to write reports;
- High level interpersonal and cross-cultural skills including ability to build alliances and collaborative relationships with sensitivity to diversity;
- Ability to maintain high standards of integrity; establish straightforward, productive relationships;
- Ability to treat individuals with fairness and respect, demonstrating sensitivity for ethnic, cultural and gender differences.

Educational Requirement

All applicants are expected to have either a minimum of an MS/MA/MBA with at least 10 years of relevant experience; a BS/BA degree with at least 15 years of relevant experience or a degree less than a BS/BA with at least 20 years of experience.

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Off-Grid Mobile Finance Consultant

- **Direct Report: PMO/Results Management Lead**
- **Business Unit: General**
- **Location: Lagos and (or) Abuja**

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Position Description

The Off-Grid Mobile Finance Consultant will support Power Africa Nigeria by working to increase the use of mobile finance for potential customers to spread the upfront cost of off-grid energy systems in Nigeria. This work will build on the toolkit that developed by PATRP, which provides step-by-step guidance to off-grid

energy companies in Nigeria on the specific models that have been approved by the National Regulator, the Central Bank of Nigeria (CBN), and the terms for working with a range of Mobile Money Operators and Mobile Network Operators. The objective is to provide tailored Technical Assistance to up to five Off-Grid companies to start implementing the use of mobile finance following one of the models outlined in the toolkit.

Position Responsibilities

- Provide Technical Assistance to up to five off-grid/mobile money companies to develop pilot outlines in line with the models approved by CBN for incorporating mobile money into their business models, together with Mobile Money Operators and Mobile Network Operators.
- Provide Technical Assistance to these up to five projects to start putting these pilots into operational practice.

Required Skills

- Experience with the mobile finance sector in Nigeria, including its regulatory environment.
- Experience assessing regulations and, ideally, providing technical assistance to government departments and private sector companies.
- Effective communication skills and ability to coordinate between various stakeholders, including government departments and private sector organisations, including mobile operators, Financial Institutions and ideally, off-grid energy companies.
- Ability to effectively handle stress, pressures, and challenges.
- Ability to listen to his team members and communicate instructions effectively.
- Excellent Microsoft excel skills.
- Ability to always pay attention to details and encourage team members to do same.
- Have in-depth knowledge of management goals and visions and work in line with team members to achieve them.

Educational Requirement

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Off-Grid Quality Standards Consultant

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Position Description

The Off-Grid Quality Standards Consultant will support Power Africa Nigeria by identifying various technical standards as applicable to off-grid solutions (solar home systems, mini-grids) and associated mechanisms for certification and design of a quality management program.

Position Responsibilities

- Identify various international technical standards applicable to the sector
- Identify various agencies providing certification of components according to the standards
- Identify presences of such certifying agencies in Nigeria
- Design quality management program, as applicable to Nigeria
- Support in preparation of all associated documentation in order to institutionalize the standards and quality management program (such as through a software platform such as Odyssey)
- Contribute to work plans, reporting, and deliverables as needed

Required Skills

- Experience with quality program design and implementation in Nigeria
- Experience in operation of supply chains
- Experience working with certifying agencies
- Effective communication skills and ability to coordinate between various stakeholders, including government departments and private sector organisations, logistic providers, local commercial banks etc.

Educational Requirement

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Grants Consultant

- **Direct Report: PMO/Results Management Lead**
- **Business Unit: General**
- **Location: Lagos and (or) Abuja**

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Programme Description

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Position Description

The Grants Consultant will support Power Africa Nigeria by designing and delivering a transparent process for the grant-making process within the Rural Electrification Agency (REA), currently through the Rural Electrification Fund (REF), based on lessons learnt from the first phase of implementation and incorporating them in the design for next phases of administering such grants.

Position Responsibilities

- Analyse the current process
- Document lessons learnt from the existing process
- Revise process design
- Develop evaluation criteria
- Create transparency in the process, such as creating a platform for submission of applications/self-evaluation etc.
- Liaise with REA/REF teams to have their buy-in to the process
- Train and institutionalize the process

Required Skills

- Experience with designing/operating grants. Nigeria experience preferred.
- Experience working with government departments in emerging market environments.
- Effective communication skills and ability to coordinate between various stakeholders, including government departments and private sector organisations, DFIs, local commercial banks etc.
- Extremely detail oriented and comfortable developing and/or working with project plans/timelines
- Flexible and able to work effectively under pressure and deadlines

Educational Requirement

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Transmission Transaction Advisor

- **Direct Report: PMO/Results Management Lead**
- **Business Unit: General**
- **Location: Lagos and (or) Abuja**

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Position Description

The Transmission Transaction Advisor is responsible for designing and implementing NPSP activities to achieve program goals related to overcoming constraints in transmission capacity and investment. The Advisor will provide technical assistance in support of the Transmission Company of Nigeria (TCN), including

reviewing and prioritizing key transmission projects from resources such as the Transmission Rehabilitation and Expansion Plan, adding clarity to planned transmission investments from Development Partners, and helping implement private sector investment options. The Advisor will advance priority project transactions, support transparent and efficient tenders, advise on the bankability and structuring of specific transactions, and plan and implement activities that will improve solvency of the Transmission Company of Nigeria. The Advisor may also conduct gap analyses of enabling environments needed to support private-sector based finance of transmission infrastructure and convey these gaps to the program's enabling policy team. The Advisor may also be tasked to undertake other tasks as assigned.

Position Responsibilities

- Coordinate transmission transaction support with project funding sources for all priority transmission expansion projects (AfDB, JICA, World Bank, Islamic Development Bank, private sector, etc.)
- Work with TCN and the Ministry of Power (MoP) to re-assess the TCN Expansion Plan and the Fichtner Plan to ensure they adequately provide for transmission needed for planned generation over the next 10 years
- Review and prioritize transmission projects, identify funding sources and investors, support transparent and efficient tenders, advise on the bankability and structuring of specific transactions, and assess strategic and operational improvements in the energy sector
- Assess private-sector or PPP finance approaches, and collaborate closely with TCN/MoP to ensure these financing approaches are successful on a policy level, e.g. by working with the program's policy team on appropriate regulations and incentives to support public/private ventures in transmission, including standardized wheeling policies; competitive energy zones to optimize generation and transmission investments; standardized and enforceable Independent Power Transmission contracts
- Conduct independent economic analyses to calculate needed cost recovery mechanisms, such as a transmission tariff or a European style pass-through charge, to allow for TCN to stay solvent and to generate sufficient return to repay private sector investment
- Update on a weekly basis, a spreadsheet that acts as a repository of transaction-related aspects of prioritized generation transactions
- Work with and report out to the Outcome 1 Team Lead to ensure ongoing focus on transmission-related activities that contribute to program goals of rehabilitated and expanded transmission capacity to enable more efficient transmission of generation capacity.

Required Skills

- Strong financial modeling experience
- Strong quantitative and analytical competency
- Self-starter with the ability to streamline functions and passion to learn and grow, excellent interpersonal communication and problem-solving skills
- Strong interpersonal skills, including written and oral communication skills
- Comfort dealing with ambiguity and ability to work independently
- Experience working with and presenting to senior executives
- Must possess excellent communication and presentation skills, and be comfortable interacting with executive-level management

Educational Requirement

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Data Aggregation and System Planning Advisor

- **Direct Report: PMO/Results Management Lead**
- **Business Unit: General**
- **Location: Lagos and (or) Abuja**

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Position Description

The Data Aggregation & System Planning Advisor is responsible for assisting the Nigerian Electricity Regulatory Commission (NERC) in identifying and resolving the long term data supply issues that plague the Nigerian power sector. The advisor will identify key data shortfalls experienced by key sector stakeholders

(TCN, NERC, MoPWH, NBET) and identify ways that those gaps may be remedied through existing sources or enhanced reporting. Initially the advisor will assess the current state/availability of this system performance data, identifying sources, gaps, and stakeholders and then recommend actions for the commission. Part of the role will be to coordinate with other power sector stakeholders agree reporting requirements, and create a transparent and reliable means of gathering sector data. The goal is to develop a centralized, reliable, and transparent data source for all Nigerian power sector actors to rely on.

Position Responsibilities

- Conduct a technical assessment of system operations, identifying areas for improvement, data shortfalls, and key bottlenecks (OC 3.01.01(a) 2)
- Conduct an assessment of long term planning capacity, mechanisms, opportunities, and impacts assessment (OC 3.01.01(a) 6)
- Review of current MDA power sector planning efforts, data gaps, overlaps, and opportunities relative to current sector planning tools (3.06(a))
- Identify areas for improvement in current long term planning mechanisms, developing strategies for addressing data availability issues, and identifying ways that NERC can effectively warehouse and disseminated data.
- Review customer enumeration work to date, and work with NERC stakeholders and Discos to develop a transparent means of ensuring customer enumeration data is effectively stored and shared among stakeholders.
- Work with and report out to the Outcome 3 Team and NERC relationship lead to ensure ongoing focus on NERC activities that contribute to overall program goals

Required Skills

- Highly detail-oriented and organized
- Ability to meet a constant stream of deadlines
- Proven ability to work both independently and collaboratively with different levels of employees

Educational Requirement

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