



VACANCY ANNOUNCEMENT

CHIEF EXECUTIVE OFFICER

Applications are invited from suitably qualified candidates, not less than forty (40) years old, to fill the vacant post of **Chief Executive Officer** tenable at the Electricity Supply Corporation of Malawi Limited (ESCOM Ltd.)

THE ORGANISATION

The Electricity Supply Corporation of Malawi Limited is a Statutory Corporation incorporated under the Companies Act No. 19 of 1984 as a Limited Company to generate, transmit and distribute electric power in Malawi.

GENERAL DESCRIPTION OF THE JOB

The Chief Executive Officer shall be responsible to the Board for the efficient and effective operations of ESCOM. The successful candidate shall have overall responsibility for managing and ensuring that the performance of ESCOM is in line with policies set by the Board and the Government of Malawi in the provision of electric power.

KEY RESPONSIBILITIES OF THE POSITION

The Chief Executive Officer shall be responsible for the following:

1. Providing leadership for improved power generation, transmission, distribution, revenue management, supply of electric power to customers and overall performance and progress towards achievement of set objectives.
2. Coordinating the generation, transmission and distribution functions of ESCOM by ensuring that adequate capacity is developed for the efficient supply of electric power to meet projected demands.
3. Ensuring that the customer base is increasing in line with Government Policy and that operational infrastructure is expanded in a manner commensurate with existing and projected customer bases.
4. Directing and guiding all the Divisions of ESCOM in the preparation of corporate strategic and business plans and aligning them with Government Policies, ESCOM's Vision and Mission Statement.
5. Undertaking continuous monitoring and evaluation of operational progress for each Division of ESCOM through the establishment of effective Human Resource Management processes to achieve ESCOM's set targets.
6. Identifying organization structure changes and staff skills requirements, and establishing required management systems and processes to manage the change process.
7. Ensuring that ESCOM operates a proper and efficient accounting system in conformity with generally acceptable financial standards which include timely preparation of the budget plans in line with relevant legal instruments.
8. Any other duties assigned by the Board from time to time.

ESSENTIAL REQUIREMENTS

The candidate should be an appropriately qualified person with a proven track record of managing strategic institutions like ESCOM, with a minimum qualification of a Bachelor's Degree.

Those with post-graduate qualifications in Management will have an added advantage.

KEY COMPETENCES AND EXPERIENCE

The ideal candidate for the position of Chief Executive Officer must:

1. Have good leadership and team building skills.
2. Be registered with a recognized Electrical or Mechanical Engineering Institution or any other relevant professional body.
3. Have excellent language skills in English (both written and oral).
4. Be result oriented.
5. Be decisive, self motivated, assertive and excellent communication and interpersonal skills.
6. Be of high integrity, discretion and excellent negotiation skills.
7. Have at least ten(10) years post qualification experience at Top Management level in a reputable organization.

APPOINTMENT AND REMUNERATION

The successful candidate shall be offered a negotiable performance related contract for a period of three (3) years, with an attractive salary, benefits and package commensurate with seniority of the position and qualifications of the candidate.

Where necessary the successful candidate will be assisted with his/her application for a Work Permit.

METHOD OF APPLICATION

Interested persons should submit applications including detailed Curriculum Vitae and three (3) names of traceable referees by 27 August 2010 to:

The Comptroller
Department of Statutory Corporations
GEMINI House
P O Box 30061
Capital City
Lilongwe 3
Malawi

Or on **Email address** : statutory@malawi.gov.mw

Only short-listed applicants will be acknowledged.