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Economic Community
Of West African States

Communauté Economique
Des Etats de l'Afrique de l'Ouest



WEST AFRICAN POWER POOL
SYSTEME D'ECHANGES D'ENERGIE ELECTRIQUE OUEST AFRICAIN
General Secretariat / Secrétariat Général

WAPP/2018/SG/PIPES-PEFP/NORTHCORE/BH/mm/363-9

August 14th, 2018

The Honourable Minister of Power, Works and Housing
Federal Ministry of Power
Plot 14, Zambezi Crescent, Maitama
Abuja, FEDERAL REPUBLIC OF NIGERIA



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Honourable Minister,

SUBJECT: 330 kV WAPP Northcore Project


Publication of the Call for Application for the recruitment of the Implementation Management Unit (IMU) Director.

The Secretary General of the West African Power Pool (WAPP) Secretariat presents his compliments to the Honourable Minister of Power, Works and Housing and takes this opportunity to thank the Honourable Minister for the immeasurable support to WAPP.

Within the framework of recruiting staff for the Project Management Unit (PMU) of the above-mentioned project through a Recruitment Agency, we have the pleasure to inform you that the WAPP Secretariat has received the *No Objection* of the Technical and Financial Partners involved in the project on the attached Terms of Reference for the IMU Staff. The related Recruitment Notice was published on « UN Development Business (UNDB) online » on August 2nd, 2018 and its publication is ongoing in widely-circulating newspapers in ECOWAS countries.

We shall therefore be grateful if the attached Recruitment Notice could be published on the Website of the Ministry as well as in a media that you consider appropriate in Nigeria. The Terms of Reference for the assignment, herewith attached for information, can be consulted on the WAPP website.

The WAPP Secretariat takes this occasion to re-affirm to the Honourable Minister its commitment to ensure that this vital interconnection project for the sub-region is realized soonest and take this opportunity to renew to the Honourable Minister, the assurances of its highest consideration.


Siengui A. KI
Secretary General

MANAGERIAL JOB OPPORTUNITIES

Our client, the West African Power Pool (WAPP), is an institution established by the mandate of the Economic Community of West African States (ECOWAS) to, among others, develop a sustainable regional electricity supply system in order to promote the economic growth of the ECOWAS sub region. To achieve this objective, there is the need for WAPP to establish a regional electricity market in West Africa through the appropriate development and implementation of key infrastructure so that all ECOWAS member states are given access to economic energy resources.

Within this framework, the Governments of Nigeria, Niger, Benin, Togo and Burkina are collaborating to develop a sub-regional interconnection project referred to as the 330 kV WAPP North Core Project. The project involves the construction of approximately 875 km of 330 kV transmission lines from Nigeria to Burkina Faso, through Niger, and Benin. As a social mitigation measure, the project also envisages the electrification of rural communities located within a 5 km radius on both sides of the line, as well as the implementation of other environmental and social mitigation measures.

An **Implementation Management Unit (IMU)** with one central office in Abuja and local offices in the other countries is being established as part of the project's institutional framework to, among others, assist in the preparation and physical implementation of the North Core project.

Blueprint Consult Company Limited, on behalf of WAPP, is recruiting for the following six (6) key positions of the Implementation Management Unit (IMU) and invites qualified professionals to submit their applications for consideration.

Senior Financial Specialist

The Senior Financial Specialist will have broad responsibility for the financial management; accounting policy, procedures and reporting; and practices of the Implementation Management Unit (IMU). This involves ensuring financial planning, control and reporting as well as the efficient administration of financial resources.

Key responsibilities include:

- ▶ Establish an efficient control system for the management of the IMU's financial and material resources;
- ▶ Define strategic and financial objectives, prepare financial reports and respond to all questions relating to the financial management of the IMU;
- ▶ Provide services related to accounting, finance, procurement, planning, and management control of the IMU;
- ▶ Execute comptrollership functions in order to ensure that finances are managed according to internationally accepted accounting principles.

Requirements:

- ▶ Masters degree and above in Finance or Economics or related field;
- ▶ At least fifteen (15) years of relevant professional experience, five (5) of which should have been in a senior management position;
- ▶ Experience in applying International Financial Reporting Standards (IFRS) / International Public Sector Accounting Standards (IPSAS);



- ▶ Knowledge of procedures and guidelines of International Financing Institutions such as World Bank, African Development Bank, European Union (EU)
- ▶ Qualification as a professional accountant (e.g. CA, ACCA, CIMA, DSCG, DESCOGEF etc.) or membership of an accounting body will be an advantage.
- ▶ Work experience or knowledge/understanding of the power industry
- ▶ Experience in developing financial models for complex operations

Skills and competencies:

- ▶ Ability to initiate, manage and quickly adapt and perform efficiently in a dynamic and culturally diverse environment
- ▶ Excellent organizational and problem-solving skills and ability to work under pressure
- ▶ Ability to use financial management software e.g. enterprise resource planning (ERP) applications

Senior Monitoring and Evaluation Specialist

The Senior M&E Specialist will be responsible for drafting and implementing the M&E strategy of the IMU. The jobholder will oversee the monitoring and evaluation of all project related activities and programs as well as prepare regular M&E reports. S/he will also ensure compliance with requirements of the funding institutions.

Key responsibilities include:

- ▶ Prepare a draft of the M&E Plan for the North Core Project and manage the implementation of such plan;
- ▶ Develop an M&E Manual and indicator data collection protocols for the project and ensure that the technical staff and project implementing partners comply with the manual
- ▶ Participate in the monitoring of the project components through site visits, review of project reports, and review of secondary data
- ▶ Manage sub-contractors, consultants to ensure that M&E deliverables are of high quality and submitted in a timely manner

Requirements:

- ▶ Masters degree and above in a relevant field of study such as Social Sciences, Economics, Psychology, and Mathematics as well as qualification and proven use of Statistics.
- ▶ At least eight (8) years of progressively responsible experience in monitoring and evaluation, five (5) of which should have been in a similar role, on projects of similar complexity ie. multiple locations and stakeholders, regional project;
- ▶ Proven experience in monitoring and evaluation of projects funded by multilateral partners;
- ▶ Experience in monitoring projects in the power sector will be an advantage.

Skills and competencies:

- ▶ Excellent ability to use relevant statistical software (such as STATA or SPSS) and other relevant software
- ▶ Strong oral and written communications skills with a proven ability to convey information clearly and concisely; good analytic writing skills
- ▶ Ability to work in multidisciplinary and multilingual teams

Senior Procurement Specialist

The Senior Procurement Specialist will lead, manage, execute and coordinate tasks related to the procurement of goods, works and consulting services for the implementation of the North Core project and for the needs of the IMU. S/he will ensure that all project related procurement and contract management activities are undertaken in a fully



professional, transparent, and ethical manner, and in line with procurement regulations and guidelines of the international financing agencies involved in the project.

Key responsibilities include:

- ▶ Plan, develop and manage all procurement and contractual activities relating to goods, works and consulting services and conduct all stages of the procurement process in close collaboration with all stakeholders;
- ▶ Advise the IMU on the full range of procurement issues including related risks and mitigation measures, and provide support and guidance at all stages of the procurement process;
- ▶ Prepare/review procurement documents, and provide input, where required, on specific procurement documents in collaboration with technical specialists of the IMU, Consultants and the Owner's Engineer. I.e. tender documents, terms of reference, request for proposals
- ▶ Take a lead role in the preparation of request for expressions of interest, evaluation of expressions of interest for short listing, and preparation of request for proposals and their evaluation and drafting of evaluation report.

Requirements:

- ▶ Masters degree and above in Business Administration, Public Administration, Commerce, Economics, Engineering, Law or other related field;
- ▶ A minimum of ten (10) years of proven professional experience in procurement and administration in the public or private sector, of which at least five (5) years should be directly related to first-hand procurement and/or contracting experience with complex projects funded by multilateral institutions .
- ▶ Seasoned knowledge of procurement policies and practices of multilateral developments banks
- ▶ Knowledge of and experience in **all** procurement categories (Goods, Works and Consulting Services)
- ▶ Previous experience with EPC contracts in the power sector is an advantage

Skills and competencies:

- ▶ High level of integrity and professional ethics
- ▶ Excellent organizational skills and proven track record of working effectively with multidisciplinary teams, in a multicultural environment and under pressure;
- ▶ Ability to demonstrate initiative and critical thinking in the application of established policies, rules and procedures.
- ▶ Proficiency in English and French (reading and writing)

Senior Technical Project Coordinator

The Senior Technical Project Coordinator will coordinate the activities of cross-disciplinary teams contributing to the technical aspects of the North Core project. S/he will serve as the technical link between the IMU, Owner's Engineer and construction contractors and ensure adequate coordination between the work programs of the various technical partners working on the project. The job holder will also monitor all construction work and address technical issues related to the implementation of the project.

Key responsibilities include:

- ▶ Ensure overall management of the project from concept to completion including siting, environmental permitting, planning, estimating, engineering, right of way acquisition, project controls, bid phase services, procurement, constructability reviews, material management, construction management, and closeout
- ▶ Drive project schedules, manage scope, and control project costs
- ▶ Initiate, monitor and coordinate all the technical activities of the IMU (central office and local offices) to meet the schedules and requirements of all construction works;
- ▶ Manage the team of Sr. Engineers in the central office of the IMU.
- ▶ Lead and mentor the technical staff in the local offices.



- ▶ Coordinate (i) the review of designs for Communication and SCADA Systems (ii) the Rural Electrification components and (iii) the national projects associated with North Core Regional Project.

Requirements:

- ▶ A minimum of an Electrical Engineering Degree with at least fifteen (15) years of proven experience in the power sector and registrable with a professional body
- ▶ Proven record of successfully achieved project targets in a minimum of two (2) previous electricity transmission projects
- ▶ Experience in the construction of high voltage transmission lines and substations (132 kV and above);
- ▶ Qualification in project management will be an added advantage;
- ▶ Regional experience in coordinating and working with multi-disciplinary teams and project stakeholders is desirable

Skills and competencies:

- ▶ Well developed, detail oriented organizational skills and proven project management skills;
- ▶ Strong leadership and supervisory skills

Senior Environmental and Health and Safety Specialist

The Senior Environmental and Health and Safety Specialist will lead environmental and health and safety compliance activities, review, in collaboration with regulatory institutions, and implement environmental and health and safety policies and guidelines, monitor the implementation of the Construction Environmental and Social Management Plans (CESMPs), Health and Safety Plans (H&S Plans) and the Resettlement Action Plans (RAPs) and reporting on all environmental and health and safety issues relating to the project. The job holder will supervise all field environmental and health and safety officers.

Key responsibilities include:

- ▶ Facilitate processes for the acquisition of environmental permits and Rights of Way (RoW);
- ▶ Review and update environmental and social safeguards and health and safety procedures where required;
- ▶ Ensure the preparation and review of Construction Environmental Management Plans, Health and Safety Plans and the Resettlement Action Plans and coordinate their implementation;
- ▶ Perform work assignments related to environmental and health and safety inspections, compliance, monitoring, regulation, and research

Requirements

- ▶ Masters degree and above in a relevant field of study such as Environmental Science or Natural Resource Management with at least eight (8) years post-qualification experience as Environmental Specialist for a similar project and 5 years experience in Health and Safety in a similar project **OR**
- ▶ Bachelors degree/HND in Environmental Science, Natural Resource Management or other related field combined with specialized experience of a minimum of fifteen (15) years as Environmental Specialist and 5 years as a Health and Safety Specialist on a similar project, may be considered in lieu of a post graduate degree;
- ▶ Knowledge of relevant procedures regulations and legal framework for environmental management and health and safety as well as structure and workings of the Environmental Protection Agencies (EPAs)
- ▶ Proven track record in working on projects covering a range of environmental and health and safety issues
- ▶ Regional experience in coordinating and working with multi-disciplinary teams and project stakeholders is desirable

**Skills and competencies**

- ▶ Demonstrated capacity to lead operational and analytical tasks;
- ▶ Excellent organizational skills with the ability to work in teams, in a multicultural environment and under pressure

Senior Social Safeguards Specialist

The Senior Social Safeguards Specialist will review social safeguards instruments such as Resettlement Policy frameworks and Resettlement Action Plans in collaboration with relevant government agencies and local beneficiary groups. S/he will be responsible for compensation processing, monitoring of ESMP and implementation of RAP. The Specialist will also oversee the grievance redress mechanisms and continuous communication with the affected communities. The jobholder will also ensure safeguards policy compliance of the project.

Key responsibilities include:

- ▶ Enforce social safeguards measures of the project as stipulated in the RAP and ESMP.
- ▶ Monitor the enumeration and valuation of land, crops and property and other assets and facilitate prompt processing and timely and accurate payment of compensation by relevant institutions,
- ▶ Coordinate community interactions and activities with the Project Affected Persons (PAPs) and other stakeholders;
- ▶ Oversee the grievance redress mechanisms to ensure any issues are resolved in a timely manner;
- ▶ Conduct and facilitate outreach programs to educate affected persons on the social benefits of the project

Requirements:

- ▶ Masters degree and above in a relevant field of Study such as Anthropology, Sociology, Applied Social Science, Environmental Science or other related fields with at least eight (8) years of professional experience as a Social Safeguard Specialist on a similar Development project **OR**
- ▶ Bachelors degree/HND in Anthropology, Sociology, Applied Social Science, Environmental Science or other related fields combined with specialized experience of a minimum of fifteen (15) years as Social Safeguards Specialist on a similar project, may be considered in lieu of a post graduate degree.
- ▶ International or regional experience in coordinating and working with multi-disciplinary teams and project stakeholders in similarly complex regional energy sector projects is essential for this position.
- ▶ Knowledge of World Bank guidelines and procedures on social safeguards, social assessment, social analysis, effective stakeholder engagement and grievance redress systems etc.
- ▶ Knowledge of practices and cultures of communities affected by the project

Skills and competencies:

- ▶ Ability to work in a team, supervise and motivate a project team.
- ▶ Demonstrated capacity to lead operational and analytical tasks
- ▶ Experience in facilitating consultations and setting up grievance mechanisms
- ▶ Field experience is highly desirable

ADDITIONAL INFORMATION:

- ▶ With the exception of the Senior M&E Specialist and the Senior Financial Specialist, jobholders for the remaining positions are required to be fluent in French and English. Ability to use relevant computer software (MS Word, Excel, Power Point) as well as the internet is also a key requirement for all positions.
- ▶ These are full time positions, envisaged for a term of approximately 36 months. Successful candidates will be stationed at the IMU Head Office in Abuja, Nigeria but will be required to make frequent visits to the field offices of the IMU and/or project sites located in any of the following countries: Nigeria, Niger, Benin, Togo and Burkina Faso.

