



Job Vacancy Announcement

Position	Chief Operating Officer (COO) - Electricity
Department	Electricity Business Unit
Role Summary	The Chief Operating Officer (COO) - Electricity provides strategic leadership, direction, and oversight of NAWEC's Electricity Business, ensuring the delivery of safe, reliable, affordable, and sustainable electricity services across The Gambia. The role is responsible for the overall performance of electricity generation, transmission, distribution, system operations, commercial operations, and related support functions. The COO drives operational excellence, financial sustainability, customer service improvement, organizational transformation, and regulatory compliance while contributing to the achievement of NAWEC's corporate objectives and national energy goals. The position leads the development and execution of business strategies, operational plans, and performance management frameworks to ensure efficient utilization of people, assets, technology, and financial resources while fostering a culture of safety, innovation, accountability, and continuous improvement.
Reporting Relationships	Reports to the Managing Director
Duties and Responsibilities	Strategic Leadership • Contribute to the development and implementation of NAWEC's corporate strategy and long-term business objectives. • Develop and execute the Electricity Business Strategy in alignment with national energy priorities and organizational goals. • Translate strategic objectives into measurable performance targets, KPIs, and operational plans. • Provide strategic advice to Executive Management and the Board on electricity sector developments, opportunities, risks, and performance. • Promote innovation, operational excellence, and sustainability



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	across the Electricity Business. Operational Management • Provide overall leadership and oversight of electricity generation, transmission, distribution, system operations, maintenance, and commercial activities. • Ensure reliable, efficient, and cost-effective electricity supply and service delivery. • Drive initiatives to improve network performance, system reliability, energy efficiency, and customer satisfaction. • Establish and monitor operational performance standards and service-level targets. • Ensure effective asset management and optimization of operational resources. Financial and Commercial Management • Develop and manage the annual Electricity Business budget. • Monitor financial performance and report on budget utilization, variances, and corrective actions. • Drive revenue growth, loss reduction, cost optimization, and commercial efficiency initiatives. • Ensure prudent financial management and effective resource allocation. • Contribute to the financial sustainability and profitability of the Electricity Business. Organizational Development and People Leadership • Establish and maintain an effective organizational structure for Generation, Transmission and Distribution, System Operations, and Commercial functions. • Lead, mentor, and develop a high-performing management team. • Establish performance objectives and accountable performance management systems. • Promote employee engagement, succession planning, workforce



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	capability development, and talent retention. • Foster a culture of accountability, collaboration, innovation, and continuous learning. Change and Transformation Management • Lead business transformation and organizational change initiatives aimed at improving operational performance and service delivery. • Champion the adoption of new technologies, digital solutions, and industry best practices. • Drive continuous improvement programmes and operational modernization initiatives. • Communicate change objectives effectively and engage stakeholders throughout implementation. Governance, Risk and Compliance • Ensure compliance with applicable legislation, industry regulations, licenses, policies, standards, and corporate governance requirements. • Identify and manage strategic, operational, financial, environmental, and safety risks. • Promote a strong culture of ethical conduct, accountability, and corporate responsibility. • Ensure effective operational controls and business continuity arrangements are maintained. Stakeholder Management • Develop and maintain productive relationships with government institutions, regulators, customers, development partners, and industry bodies. • Represent NAWEC in national, regional, and international forums related to the electricity sector. • Ensure effective communication of business plans, performance, challenges, and achievements to stakeholders.



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	Health, Safety, Security and Environment (HSSE) • Promote and maintain a strong health, safety, security, and environmental culture across all operations. • Ensure compliance with HSSE policies, standards, and regulatory requirements. • Lead initiatives to eliminate fatalities, reduce workplace incidents, and improve safety performance. • Support environmental sustainability and climate resilience initiatives within the Electricity Business.
Requirements and Qualifications	Education: Master's Degree in Electrical Engineering, Mechanical Engineering, Power Systems Engineering, Energy Engineering, Engineering Management, Energy Management, or a related discipline. Professional Qualifications (Added advantage): • Professional Engineering Registration with a recognized Engineering Institution or Regulatory Body. • Membership of relevant international or regional power and utility professional organizations. • Professional certifications in Project Management, Asset Management, Utility Management, Leadership, MBA, or Change Management. Experience: • Minimum of ten (10) years of progressively responsible experience in the electricity, energy, utilities, or infrastructure sector. • At least five (5) years in a senior executive or strategic leadership position. • Demonstrated experience in electricity generation, transmission, distribution, system operations, commercial operations, or utility management. • Proven track record in leading large-scale operational functions, business transformation programmes, and organizational change



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	initiatives. • Experience managing significant operational budgets, capital projects, and multidisciplinary teams. • Experience engaging with government institutions, regulators, development partners, and other key stakeholders.
Competences	
Competency	Detail
Strategic Leadership	Understands industry trends, emerging technologies, and sector challenges and contributes proactively to organizational strategy and long-term planning.
Business Planning	Ability to develop and implement strategic and operational plans that achieve organizational objectives and sustainable business growth.
Change Management	Successfully leads organizational transformation, innovation, and continuous improvement initiatives.
Team Building	Builds, develops, and motivates high-performing multidisciplinary teams to achieve business objectives.
Leadership and People Management	Inspires others through vision, accountability, coaching, and effective leadership practices.
Professional Knowledge	Maintains current knowledge of power sector developments, operational technologies, and industry best practices and promotes organizational learning.
Results Orientation and Performance Management	Drives operational excellence through performance monitoring, accountability frameworks, and achievement of agreed targets.



Competences	
Technology and Systems Management	Leverages information technology, digital solutions, data analytics, and operational technologies to improve business performance and decision-making.
Operational Excellence	Promotes robust operational procedures, process discipline, reliability, quality standards, and continuous improvement.
Talent Development	Recognizes the strategic importance of workforce capability and actively supports employee development, succession planning, and knowledge transfer.
Analytical and Critical Thinking	Evaluates complex issues, interprets data, identifies root causes, and develops practical and sustainable solutions.
Stakeholder Management	Builds and maintains effective relationships with internal and external stakeholders while balancing competing interests and organizational priorities.
Health, Safety, Security and Environment	Demonstrates a strong commitment to safety leadership, risk management, environmental stewardship, and the prevention of workplace incidents.
Financial and Commercial Acumen	Apply sound financial, commercial, and business principles to support informed decision-making, sustainable growth, and responsible resource management.
Communication and Influencing Skills	Communicates effectively with Boards, Executive Management, regulators, employees, customers, and external stakeholders, influencing outcomes and building consensus.

How to Apply

Interested candidates should submit their application letter and detailed Curriculum Vitae (CV) to:

Email: recruitment-gd@nawec.gm

**Application Deadline**

19th October 2026

Appointment and Start Date

Successful candidates will be appointed following the completion of the recruitment process and are expected to assume duty on **1st January 2027**.

Equal Opportunity Employer

NAWEC is committed to promoting diversity, equity, and inclusion in the workplace. Applications are encouraged from all qualified individuals regardless of gender, disability, religion, or ethnic background. Selection will be based solely on merit, qualifications, experience, and demonstrated competence.

Our Commitment

Together, powering progress and delivering essential services for national development.