Job Vacancy Announcement

Position	**Group Projects and Planning Director**
Department	Group Projects and Planning
Role Summary	Responsible for providing strategic leadership, governance, and oversight of NAWEC's technical/corporate planning, capital investment portfolio, and enterprise-wide project management function. Ensures that strategic initiatives, infrastructure projects, and development programmes are aligned with corporate objectives, regulatory requirements, and national development goals. Accountable for establishing project management frameworks, strategic planning processes, investment prioritization mechanisms, and performance monitoring systems to ensure successful project delivery and organizational transformation.
Reporting Relationships	Reports to the Managing Director
Duties and Responsibilities	**Strategic Planning and Corporate Development** • Lead development, implementation, monitoring, and review of Corporate Strategy and Business Plans. • Facilitate strategic planning processes across the organization. • Develop strategic performance frameworks and monitor achievement of goals. • Support Executive Management and the Board on strategic opportunities, risks, and investments. • Promote a culture of strategic thinking and continuous improvement. **Project Portfolio Management** • Develop and implement an enterprise-wide Project Management Framework. • Manage the full project portfolio lifecycle. • Ensure projects are delivered safely, on schedule, and within

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	budget. • Monitor project performance through KPIs and reporting frameworks. • Identify and mitigate project risks and constraints. **Project Governance and Assurance** • Develop project governance policies, standards, procedures, and controls. • Establish project approval and stage-gate review processes. • Ensure robust documentation, risk management, and quality assurance processes. • Lead project reviews and provide portfolio assurance reports. • Promote accountability, transparency, and compliance across projects. **Capital Planning and Investment Management** • Coordinate development of long-term capital investment plans. • Align projects with funding, strategic priorities, and operational requirements. • Support business cases, feasibility studies, and funding proposals. • Monitor capital expenditure and portfolio performance. • Ensure project benefits realization is monitored. **Financial and Resource Management** • Develop and manage departmental budgets and resource plans. • Monitor expenditure and report variances. • Strengthen project financial monitoring and cost controls. • Ensure financial governance and accountability. • Promote value-for-money principles. **Procurement and Contract Support** • Support preparation of technical specifications and tender documentation. • Collaborate with Procurement and technical departments.

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	• Monitor contractor performance and contract obligations. • Ensure procurement compliance with policies and funding requirements. **Performance Monitoring and Reporting** • Develop project dashboards and performance reports. • Provide regular portfolio and planning reports to Executive Management and the Board. • Monitor strategic objective delivery and recommend corrective actions. • Establish escalation and decision-making processes for critical issues. **Organizational Development and Capacity Building** • Build and maintain a high-performing Projects and Strategic Planning team. • Develop project management and planning capabilities across the organization. • Promote adoption of internationally recognized methodologies and standards. • Implement succession planning and professional development initiatives. **Continuous Improvement and Lessons Learned** • Lead post-project reviews and lessons learned exercises. • Capture and share project management best practices. • Drive innovation in project delivery systems and methodologies. • Promote operational excellence and continuous improvement.
Requirements and Qualifications	**Education:** Master's Degree in Engineering, Project Management, Strategic Management, Economics, Infrastructure Management, Public Administration, or related discipline. **The following Professional Qualifications will be an added advantage:** PMP, PRINCE2 Practitioner, APM PMQ, MSP, PgMP, MBA

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	or equivalent. Additional certifications in Portfolio Management, Risk Management, Business Analysis, or Strategic Planning are advantageous. **Experience:** • Minimum 10 years' experience in project management, strategic planning, infrastructure development, or corporate performance management. • At least 5 years in a senior management or executive leadership role. • Demonstrated experience managing major infrastructure and capital programmes. • Proven experience in project governance, portfolio management, and organizational transformation. • Experience leading multidisciplinary and matrix teams. • Experience working with governments, development partners, consultants, contractors, and funding agencies. • Utility, infrastructure, or regulated industry experience is highly desirable.

Competences	
Competency	**Detail**
Strategic Leadership	Understands industry trends, infrastructure development needs, and organizational challenges and contributes proactively to corporate strategy execution.
Strategic Planning	Ability to develop, implement, monitor, and evaluate strategic and operational plans that support long-term sustainability.
Project and Programme Management	Demonstrates expertise in managing complex projects and programmes using structured methodologies and governance frameworks.

Competences	
Team Building	Builds high-performing teams and fosters collaboration across departments and matrix organizations.
Matrix Leadership	Effectively leads and influences multidisciplinary and cross-functional teams without direct authority.
Leadership and People Management	Provides clear direction, develops talent, promotes accountability, and inspires high performance.
Professional Knowledge	Maintains current knowledge of project management, strategic planning, utility operations, and infrastructure development practices.
Results Orientation and Performance Management	Drives achievement of strategic and project objectives through effective planning, monitoring, and accountability.
Technology and Systems Management	Leverages project management systems, analytics, business intelligence tools, and digital technologies to enhance decision-making.
Utility Business Knowledge	Demonstrates understanding of electricity and water utility value chains, regulatory requirements, and investment priorities.
Talent Development	Supports succession planning, coaching, mentoring, and continuous learning initiatives.
Analytical and Critical Thinking	Evaluates complex information, identifies risks and opportunities, and develops evidence-based recommendations.
Resilience and Adaptability	Manages competing priorities and stakeholder expectations while maintaining focus on outcomes.
Stakeholder Management	Builds and maintains productive relationships with internal and external stakeholders.

Competences	
Negotiation and Influencing Skills	Influences decision-making, builds consensus, resolves conflicts, and negotiates beneficial outcomes.
Risk Management	Identifies and proactively manages strategic, operational, project, and commercial risks.
Financial and Commercial Acumen	Applies strong financial and investment management principles to support project viability and business outcomes.
Communication and Presentation Skills	Communicates complex strategic, technical, and project-related information effectively to Boards, Executive Management, stakeholders, and external partners.

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.

NAWEC