



Head - SOLA Build

Introduction to SOLA

The SOLA Group is a vertically-integrated provider of renewable energy solutions, aiming to transform Africa through clean energy. With over 13 years of experience, SOLA's expertise lies in the origination, development, financing, engineering design, project management and Operations and Maintenance of renewable energy facilities. For more information, visit www.solagroup.co.za.

The overall purpose of the position:

The purpose of this role is to run a business within the Sola Group (Sola Build) that designs and builds Solar PV projects according to the obligations of the Engineering, Procurement and Construction (EPC) agreements, managing risk appropriately while operating profitably according to the realistic expectations of the Board.

Reports to: Sola Group CEO

Location: Cape Town

Summary of Responsibilities:

Administrative/Operational

- Coordinate the business in the acquisition of new signed projects, deliver on the design, construction, commissioning, taking over and management of projects in their the defect periods.
- Structure the human resources in an efficient and effective operational model to achieve revenue and profit targets set by the group CEO/board.
- Achieve the specific priorities and key performance indicators agreed with the Group CEO/board.
- Close involvement in staffing the unit, both at head office and if applicable, on site.
- General Management of the business/HR/Legal/admin.
- Responsible for the resolution of major commercial disputes.
- Chair management board within EPC division and encourage healthy debate and development of strong and robust strategies to strengthen the operational and financial performance of the Sola Build unit.

Reporting to Board

- Reporting to the Board on operational contractual and financial performance of the EPC business.
- Handle remuneration/incentive structures for the staff for approval from the board.
- Prepare annual budget, business plan, responsible for revenue and profit.
- Provide board reports on operational and financial aspects of the business 3 times per year.

Health and Safety

- Appointed as 16.1 Health and Safety for Sola Build Pty.

Key Performance Indicators

- Revenue

CLEAN ENERGY FOR AFRICA

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DIRECTORS: B. DAMES | C. HAW | D. CHENNELLS | D. WILLS | S. HAW | T. BOARDMAN | REG. NO 2012/042769/07

- Profit as % of Revenue
- Performance of projects relative to guaranteed in test week and DNP period (%)
- Staff Turnover

Minimum Requirements:

- A relevant tertiary qualification is essential.
- Understanding of the PV Plant Engineering Design and the process from conceptual works through to final design and how performance is measured.
- Commercial understanding of:
 - EPC Contracts in the context of project finance
 - Supply Agreements with Panels, Inverters and Trackers
 - Project finance, risk allocation, flow through principle
 - Joint Venture Agreements
 - Basic understanding of corporate structures, processes and accounts.
- Ability to reach commercial resolution/landing in difficult contractual situations
- Must have experience in leading either a team with financial metrics, a business or a business unit.
- Strong ability to establish processes, training programs and standard operating procedures for operations activities.
- Good analytical engineering/mathematical skills.
- Ability to negotiate commercially with clients, suppliers, staff, contractors.
- Ability and understanding of how to lead and scale a division, with existing signed contracts of 400MWp and adding 200+ MWp per annum.
- Strong understanding of how to create, maintain, preserve strong working culture within a team.

At SOLA one of our core values is *Dig Diversity* and we are committed to transformation and embracing diversity. This commitment is what drives us to achieve a diverse and inclusive workplace, representative of the demographics of our society. We may therefore give preference to applicants from the designated groups in alignment with our Employment Equity plan.

To apply for this vacancy, please submit your application to hireme@solagroup.co.za.

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