



Performance Engineer (O&M)

Introduction to SOLA

SOLA is a 100% South African, vertically integrated renewable energy solutions provider, specialising in the development, construction and operation of solar PV and battery energy storage projects. We focus on partnering with the private sector to deliver clean energy to businesses across South Africa using cutting edge clean energy generation and storage technologies. We help our clients to grow and prosper through the adoption of low cost and reliable renewable energy, enabling them to meet their carbon reduction and sustainability targets. For more information, visit www.solagroup.co.za.

The overall purpose of the position:

To ensure optimal performance of all Solar PV plants within the SOLA fleet through continuous monitoring, data and system analysis and remote technical support. To ensure that all projects meet their expected energy yield, system performance and plant availability on an annual basis. The fleet currently consists of 9 utility projects (approximately 630MWp, and growing).

Reports to: O&M Engineer

Location: Cape Town

Summary of Responsibilities:

Technical

- Monitor all the Solar PV plants on a daily basis from the Cape Town Monitoring Room and via remote access to each site.
- Actively engage with site technicians via communication channels to point out and investigate site related issues that are affecting performance and/or plant availability.
- Engage with site technicians on concluding the site troubleshooting to ensure faults are resolved with a proper RCA (Root Cause Analysis) and reporting to O&M Engineer.
- Provide detailed explanations for variances or deviations from expected results.
- Conduct daily system performance analysis to monitor and report on plant health, efficiency, and output.
- Perform comprehensive daily checks to verify that all major equipment (inverters, trackers, etc.) and communication links to the SCADA system are fully functional.
- Ensure all equipment is operating at desired setpoints and that the Power Plant Controller (PPC) is accurately measuring and issuing commands.
- Perform detailed troubleshooting and root cause analysis for underperforming or malfunctioning equipment.
- Collaborate with on-site technicians and O&M engineers to guide and assist with complex fault-finding activities.
- Act as the primary liaison with the SCADA OEM to report and resolve data logging or reporting discrepancies, ensuring data integrity.
- Execute detailed soiling analysis to determine soiling rates and degradation impact on performance.
- Work closely with O&M engineers to define optimal cleaning schedules based on data-driven analysis.
- Demonstrate the ability to interpret data logs and analyse system events for troubleshooting.
- Possess a strong understanding of MV/HV substation automation schemes and their associated control and monitoring philosophies.

POWERING POSITIVE ENERGY

SOLA GROUP (PTY) LTD | T: +27 (0)21 421 9764 | INFO@SOLAGROUP.CO.ZA | WWW.SOLAGROUP.CO.ZA

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

- Exhibit the ability to read, interpret, and analyse technical drawings, including Single Line Diagrams (SLDs) and site layouts, with the capability to update them as needed.

Administrative/Operational

- Compile technical information in support of Operations Director for monthly client reports.
- Compile and review weekly, monthly and annual reports and ensure calculations, data and results are correct.
- Engage with stakeholders if technical questions arise from the reports and ensure corrections are made if needed.
- Perform other administrative tasks and reporting as required from time to time.

Interpersonal

- Liaise with internal and external stakeholders by attending to their queries both verbally and in writing.
- Work closely with the site leads, O&M technicians and other engineers to ensure the optimal performance of each site.
- Be self-driven and have a strong ability to work independently, but able to work according to approved systems framework and standards and also equally comfortable to work in a multi-disciplinary O&M team.
- Ability to teach and coach site technical personnel on all related technical matters.
- Attention to detail with the ability to attend to multiple technical matters.

Key Performance Indicators

- Ensure system performance and plant availability is achieved as per contractual requirements
- Identify system improvements to exceed P50 energy yield throughout the operational years
- Identify and analyse system issues in a timely manner with detailed root cause analysis
- Improve current performance calculation/reporting processes within O&M and develop new processes to increase efficiency of work-streams within the department

Minimum Requirements:

- At minimum, BTech (Electrical), but Electrical Engineering B.Eng/B.Sc Degree will be advantageous.
- Must have 3-5 years experience with renewable energy systems, control, monitoring, data analysis and reporting applications.
- Must be proficient in Excel and able to do complex calculations and analysis on large data sets.
- Experience with AI models to streamline data processing and day-to-day tasks will be advantageous
- In possession of a valid vehicle driver's license (minimum code B).
- Must be in possession or be able to obtain a medical fitness certificate in terms of Annexure 3 of the Occupational Health and Safety Act Construction Regulations.
- Preferred office based work days are Monday to Friday
- Must be willing to travel to operational sites for on-site technical support.
- Must be willing to work standby shifts.
- Must be fully proficient in English (verbal and written communication).
- Must be fully computer literate (MS Office Suite and Google App Suite).
- The ideal candidate will be passionate about the renewable energy industry and will embody respect and responsibility in the full sense of the word, while enjoying contributing to a team of highly knowledgeable professionals.

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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 therefore give preference to applicants from the designated groups in alignment with our Employment Equity plan.

To apply for this vacancy, please complete [this screening questionnaire](#) and send a copy of your CV to hireme@solagroup.co.za.

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