

**Job Profile**  
**Long Term Energy Adviser**  
**Danish Energy Agency**  
**Energy Partnership Programme**  
**South Africa**

**Reference number: [DK-XXXXX-2017/RSA.01]**

**1. Preliminary**

**1.1 Short background:**

A long term adviser is required to support the implementation of the Danish Energy Agency Energy Partnership Programme in South Africa and to provide technical assistance to South Africa's Department of Energy (DoE) and the Electricity Supply Commission of South Africa (ESKOM). The adviser will be a full time international senior adviser employed by the Danish Ministry of Foreign Affairs and based in an office provided by DoE. The senior adviser will refer and report to the Deputy Director General of the Directorate on Policy Planning and Clean Energy.

**1.2 Purpose of memo:**

This Memo describes the main tasks involved in the position and the qualifications required for the position.

**1.3 Expected composition of the selection committee:**

Applicants for the position will be selected for interview by the Danish Ministry of Energy, Utilities and Climate, the Danish Energy Agency and the Danish Ministry of Foreign Affairs, following consultation with DoE, who will also be represented at the job interview. Mercuri Urval will participate in the process of appointment by conducting personality tests and test interviews with the selected candidates, as well as taking part in the final interview. The final interview panel consists of: representatives from Ministry of Energy, Utilities and Climate and the Danish Energy Agency, representative(s) from Ministry of Foreign Affairs, a representative from DoE, and the consultant from Mercuri Urval A/S in charge of the recruitment process.

**2. The programme**

**2.1 The programme in short:**

Since 2012, the Danish Climate Envelope, through the Ministry of Energy, Utilities and Climate (MEUC), has financed energy and climate related programs in Mexico (DKK 45 million), Vietnam (DKK 65 million) and South Africa (DKK 40 million). In addition, the Danish Energy Agency (DEA) has provided technical assistance (DKK 40 million) to these three countries and China. The current cooperation with China, Mexico, South Africa and Vietnam come to an end by June 2017, but to continue the successful elements of the current programmes, a new Danish Partnership Programme has been developed. The Partnership Programme will be implemented through an integrated government-to-government cooperation approach, designed to provide mainly technical assistance in a

peer-to-peer manner, in the same countries; South Africa, Vietnam, China and Mexico. In South Africa, the primary focus will be 1) Capacity development for energy sector planning, and 2) Renewable energy integration into the national power system of South Africa.

The Energy Partnership Programme is a 3 year programme from medio 2017 - medio 2020, and financed with DKK 115 million through the Danish government's Climate Envelope. The programme in South Africa has been allocated a total of DKK 18 million.

## 2.2 Requirements and expectations from the relevant parties

The objective of the senior adviser will be to assist DoE and ESKOM with the implementation of the core areas of interventions of the programme and assisting partners and the Danish Embassy in South Africa (EDK) to oversee, monitor and report on progress.

## 3. The position

### 3.1 Title:

Senior Adviser (N1)

### 3.2 Place of service:

Department of Energy, South Africa

### 3.3 Terms of employment:

Contract period: From agreed commencement till end of programme by June 30, 2020. Attractive salary based on qualifications and on family status. Contribution to a pension scheme, health insurance and reimbursement of school fees. House rental package will be provided. Grant for relocation. For more details please refer to Danida's *Staff Regulations - Advisers on Long-term Assignments* (<http://amg.um.dk/en/Technical-guidelines/technical-assistance/>).

### 3.4 Area of responsibility/tasks

The main responsibility of the adviser will be to serve 1) as expert in energy planning and renewable energy integration under the development engagements with the DoE and ESKOM, 2) as programme adviser on implementation of the Energy Partnership Programme between South Africa and Denmark.

As adviser to DoE and ESKOM, the senior adviser is expected to:

- Provide substantial technical assistance input in close cooperation with Danish Energy Agency experts as well as other international and local experts. As part of this, the adviser shall:
  - Provide strategic advice on the establishment of surveys and data collection including establishment of a framework for continued updating of the data needed for demand forecasts.
  - Contribute to strengthening the capacity in the DoE to disaggregate the energy demand by sectors and end users and project the demand at disaggregated level.
  - Assist the DoE and provide capacity in developing and implementing methodologies on energy sector planning. This will include advising on relevant policy scenarios to be developed and subject for modelling and interpretation of modelling results.

- Support DoE and ESKOM in translating modelling results and technical findings into policy advice and strategic advice for improvement of enabling environment for renewable energy including as relevant incentive schemes and the regulatory framework.
- Advise on quality assurance and assisting in consultation processes and dialogues on modelling input and output with stakeholders and high level policymakers in close cooperation with DoE and ESKOM.

As programme adviser the senior adviser is expected to:

- Keep updated on energy sector development and establish a personal network with key energy government organisations, civil society organisations, private sector actors and other development partners.
- Provide input to and participate in policy dialogues relevant for the partners and the entire Energy Partnership Programme as agreed with the programme partners.
- Based upon Danish and international experience from low-carbon transition, advise on overall policy and strategic issues pertinent to the programme.
- Advise on the Partnership Program implementation in a cohesive and coordinated manner that aligns with South Africa's National Development Plan as expressed in DoE's Strategic Plan and Annual Performance Plan.
- Identify needs for and facilitate delegation visits to Denmark.
- Advise implementing partner on – and actively participate in – dissemination and inclusive stakeholder consultations processes including with civil society of results from the programme.
- Participate in the working groups under the programme as advised and prepare for Steering Committee meetings.

### 3.5 Success criteria:

- Successfully capacitate DoE in best practices within energy sector modelling and planning and communicate results as concrete policy inputs.
- Expedient delivery of technical inputs required for the completion of programme activities.
- Successfully coordinate with the EDK, other partners and stakeholders, and DEA.
- Successfully document and communicate results based on assessments of impact of programme activities.
- Assess and evaluate selected projects and report results to a wide range of actors in South Africa, Denmark and abroad.
- Successfully engage proactively with a wide range of actors across government, business and organizational sectors to ensure ownership, legitimacy and effectiveness of programme activities.

## 4. Demand profile/Qualifications

### 4.1 Requirements and expectations concerning the formal qualifications of the candidate

- A master level degree of corresponding qualifications in energy/environmental management, engineering, economics, political science and/or subjects relevant to energy policy, planning and renewable energy.
- Extensive experience working with one or more related fields such as: energy sector modelling, data handling, energy sector planning.
- Experience from developing countries in relation to the energy sector preferably Africa.

- Project management experience in coordination and delivery of technical assistance, exchange visits and technical secondments.
- Solid knowledge of and experience with Danish energy policy and the Danish energy sector.
- Experience of working with Danida.
- Knowledge of the Danish energy technology providers will be an advantage.
- Fluency in English, written and spoken, fluency in Danish is an advantage.
- Good written and verbal communication skills.

#### 4.2 Requirements and expectations concerning the personal qualifications of the candidate:

- Openness towards and capacity to work in a different cultural setting.
- Inter-personal skills with a high level of initiative and diplomacy.
- Ability to work as part of an interdisciplinary team with relations to different ministries and stakeholders.
- Proactive and flexible attitude, adaptability, social sensitivity, with respect for other cultures.
- Capacity to manage and facilitate working processes involving parties at different levels.

## 5. Recruitment Procedure

### 5.1 How do you apply

Information about the mandatory application procedure can be found at [www.danidajob.um.dk](http://www.danidajob.um.dk)

### 5.2 Deadline for application: 13 June 2017 at 12.00 noon (CEST)

### 5.3 Preliminary interviews and personal evaluation: Week 25 to June 26, 2017. Mercuri Urval will conduct a personal evaluation of selected candidates

### 5.4 Language test: The Ministry of Foreign Affairs has decided that all candidates called in for interview – except those to whom the relevant language is mother tongue – shall be language tested in Denmark in the working language of the duty station (English)

### 5.5 Presentation to the appointment committee: 27-29 June 2017

### 5.6 Decision: A decision is expected shortly after June 29, 2017

### 5.7 Expected commencement: As soon as possible

### 5.8 The position is subject to final approval of the programme, which is expected in June 2017.

