

# LOOKING FOR YOUR NEXT CAREER MOVE?

## Principal Consultant, Energy Access

**Responsible to:**

Senior Technical Director – Inclusive Growth or Engineering

**Responsible for:** Energy Access Sub-team

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### The Role

Do you want the opportunity to work with a committed and talented team who work hard and deliver outstanding results?

We are looking for an exceptional individual to build a sub-team in Energy Access, either under the Engineering team or Inclusive Growth team.

The Principal Consultant will use their initiative, drive and experience to develop a new Energy Access (EA) business within IMC. They will work on IMC projects, undertake their own consultancy activities and begin to develop a portfolio of EA projects. They will work collaboratively across the business to further enhance our activities and develop our broader portfolio of work with a wide range of existing and new clients. This will involve identifying and responding to opportunities, building a project consortium and team, leading proposal development, providing consultancy services and project direction.

We are interested in candidates who have both the soft and hard expertise relating to energy access primarily at the micro level. Experience to bring to the role may include:

- Solar Home Systems, Micro-Hydro, geothermal, etc.
- Financing including: investment viability, feed in tariffs, PPPs, other climate finance initiatives, pay-as-you-go
- Innovation systems
- Private Sector and SME development
- Skills development
- Mechanical and systems engineering
- Regulation and policies
- Off-grid appliances and demand generation

## Main responsibilities

- Act within the powers of their role, leading by example and following IMC ethics and company values.
- Develop and implement a strategy to win grow and develop a EA programme of work.
- Work closely with the other business stream leaders from across the business to develop IMC's integrated EA capability.
- Manage the teams technical inputs on a wide range of assignments as required.
- Lead and manage projects and project teams, including undertaking project technical roles, including supervising and quality assurance of the work of others; in doing so, ensure projects and programmes are delivered to the high standards expected by IMC and our clients.
- Lead, coordinate and contribute to the preparation of high quality EA expressions of interest and proposals for HMG and multilateral and bilateral clients, such as DFID, FCO, ADB, AIIB, World Bank, JICA, EU and USAID.
- Manage programmes and budgets, including financial and technical reporting.
- Promote the success of EA within IMC, paying due regard in decision-making to: likely long term consequences; employees' interests; the need to foster relationships with suppliers, associates and team members; the impact of operations on the community and the environment; the need to maintain high standards of business conduct and to act fairly.
- Exercise reasonable skill, care and judgement.
- Cultivate and manage relationships with clients, strategic partner firms and consultants.
- Oversee, assist and prepare expressions of interest, pre-qualification documents and proposals for opportunities and prepare fee submission documents.
- Support business wide business improvement initiatives or business support or compliance functions as required.

## Team Environment

This is a new role. The post holder will build a sub-team in Energy Access, working closely with the Engineering team or Inclusive Growth team.

The working environment is informal, creative and collaborative, but we are uncompromising on the quality of work we deliver to clients.

Due to the nature of our work, all IMC contracts require job holders to be able to travel overseas to our overseas projects if and when required.

**The closing date for applications is Monday 11 September 2017 at 9am**

**Hours of work**–This role is a full-time position.

It is anticipated that the Principal Consultant will typically spend 45% to 55% of his/her time fee earning, 40% to 50% business development and 5% project support, administration and finance.

**Location**–The role is based in the IMC offices in Redhill. We are a short walk from Redhill train station, which has direct links to London and the South Coast. There is free parking available on site depending on availability.

Working from home is also possible, following agreement with the Managing Director.

There will be the requirement to travel overseas with this role when and where required.

**Salary**–Competitive salary depending on experience.

**Annual leave**–5 weeks' annual leave plus public holidays. The holiday year is 1 January - 31 December.

**Benefits**–Buying and selling of annual leave scheme, health cash plan scheme, life assurance scheme, private medical insurance, company contributory pension scheme, childcare vouchers and cycle to work scheme. IMC also supplies free refreshments and fruit, and there is a dress down day every Friday.

## PERSON SPECIFICATION: Principal Consultant- Energy Access

	Essential	Desirable
<b>Qualifications, understanding &amp; training</b>		
Degree qualification	X	
Master's degree		X
Evidence of continuous learning and development	X	
<b>Experience</b>		
Significant leadership, management and business development experience		X
Proven experience in international development	X	
Experience in working with government and donor agencies, stakeholders and decision makers	X	
Proven experience of successfully leading EA programmes and projects	X	
Proven experience in using Prince2 for managing projects undertaken for private and public-sector clients		X
Extensive experience in implementing energy access programmes in developing countries	X	
Excellent understanding of the SDGs in relation to energy access and the market for the development of the EA business stream	X	
Good understanding consultancy work		X
Experience of preparing budgets and plans	X	
Experience of preparing strategy documents	X	
Experience in leading the preparation of project tenders and proposals	X	
Experience in developing commercial proposals	X	
Experience in procurement management		X
Experience of high level negotiation		X
<b>Abilities &amp; skills</b>		
Excellent leadership and influencing skills	X	
Confidence and enthusiasm to lead the team and inspire	X	
Excellent project planning, management and organisational skills, with ability to multi-task under tight deadlines	X	
Strong financial skills		X
The ability to innovate, challenge and shape the business		X
Excellent communication, interpersonal and negotiation skills	X	
Ability to solve complex problems	X	
Ability to communicate technical skills clearly to both technical and non- technical colleagues	X	
Coach, mentor and build capacity		X

Good attention to detail	X
Flexible and adaptable with an ability to adapt appropriately within various situations	X
Co-operative and supportive team player	X
Excellent written and verbal communication skills	X
Ability to continue self- development and growth	X
<b>Personal</b>	
Self-motivated, flexible, driven and determined	X
Commitment to IMC's objectives, ethics, values and equalities and diversity policy	X
Excellent work ethic and leads by example	X

<b>Competency</b>	<b>D</b>	<b>I</b>	<b>A</b>	<b>S</b>
IMC values and ethics			X	
Business insight			X	
Bid and project management			X	
Technical/area specialisation			X	
Relationship management and working with others			X	
Leadership and resilience			X	
Impact and influence			X	
Decision making/ planning and organising			X	
Results orientation and continuous Improvement			X	
Financial and commercial awareness		X		

**Key:**

*D – Developing*  
*I – Independence*  
*A – Accomplished- Senior Management Level*