

The Botswana Energy Regulatory Authority (BERA) is a statutory body established by Act No 13 of 2016 to regulate the energy sector in Botswana by providing an efficient regulatory framework for the regulated sectors. BERA has a vision to be recognised among the leading energy regulators in the world for achieving energy security. In pursuit of this vision, the Authority seeks well-versed, agile and enterprising professionals to champion transformation and foster growth in the following executive positions:

DIRECTOR ELECTRICITY AND GREEN ENERGY

MAIN PURPOSE OF THE ROLE

Reporting to the Chief Executive Officer, the Director Electricity and Green Energy is responsible for initiating, planning, developing and implementing strategies, policies and procedures that drive the development of a stable electricity supply in Botswana that is characterized by affordable, reliable, sustainable, diverse and environmentally responsible distribution, in line with the regulatory framework.

POSITION REQUIREMENTS

Qualifications

Bachelor's degree in Electrical, Mechanical, Renewable Energy or related field. A Master's degree will be an added advantage.

Experience

Minimum of 10 years' experience in an energy/electricity-related role, with at least 5 years at managerial level, involved in strategy and policy development.

Legal certification / professional membership

Registration with the Engineers Registration Board is mandatory.

Competencies

- Strategic thinking, Planning & Execution.
- Analytical, Problem Solving, Deciding and Initiating Action.
- Business Acumen, Functional/Technical skills and command skills.
- Innovating, Initiating Change and Communicating Effectively.
- Delivering Quality Service.
- Courage, Ethics, Integrity, and Trust.
- Supervision and Accountability.
- Coaching, Developing and Empowering Others.
- Interpersonal Savvy, Teamwork and Partnering.

KEY PERFORMANCE AREAS

- Availability of affordable, secure, reliable and environmentally sound supply of electricity.
- Diverse sources of supply.
- Efficiency and economic growth in the regulated sector.
- Compliance with Authority's regulations, procedures, and mandate.
- Compliance with decisions, directives and processes established by the Authority.
- Pro-active responses to potential breaches of compliance and speedy resolution of any cases of non-compliance.
- Effective regulatory standards to ensure sound environmental practices in the energy supply and distribution sectors.
- Optimal utilization of departmental resources.
- Departmental employee performance management.

DIRECTOR PETROLEUM AND GAS

MAIN PURPOSE OF THE ROLE

Reporting to the Chief Executive Officer, the Director Petroleum and Gas is responsible for initiating, planning, developing, and implementing strategies, policies and procedures that drive the development of a stable petroleum and gas supply in Botswana that is characterized by sustainable, reliable, quality, and affordable supply of petroleum and petroleum products, ensuring environmentally responsible distribution in line with the regulatory framework. The Director, recommends technologies, licensing, and pricing levels which facilitate the achievement of these objectives.

POSITION REQUIREMENTS

Qualifications

Bachelor's Degree [Mechanical, Petroleum, Renewable Energy or related field]. A Master's degree will be an added advantage.

Experience

Minimum of 10 years' experience in an energy-related role, with at least 5 years at a managerial level, involved in strategy and policy development.

Legal certification / professional membership

Registration with the Engineers Registration Board is mandatory.

Competencies

- Strategic thinking, Planning & Execution.
- Analytical, Problem Solving, Deciding and Initiating Action.
- Business Acumen, Functional/Technical Skills, and Command Skills.
- Innovating, Initiating Change and Communicating Effectively.
- Delivering Quality Service.
- Courage, Ethics, Integrity, and Trust.
- Supervision and Accountability.
- Coaching, Developing and Empowering Others.
- Interpersonal Savvy, Teamwork and Partnering.

KEY PERFORMANCE AREAS

- Availability of affordable, quality, and reliable supply of petroleum and gas products.
- Efficiency and economic growth in the regulated sector.
- Compliance with decisions, directives and processes established by the Authority.
- Compliance with regulatory requirements - Infrastructure development (construction)
- License compliance and Performance monitoring of Operators.
- Effective regulatory standards to ensure sound environmental practices in the petroleum and gas sector.
- Optimal utilization of departmental resources
- Departmental employee performance management.

DIRECTOR ECONOMIC REGULATION

MAIN PURPOSE OF THE ROLE

Reporting to the Chief Executive Officer, the Director Economic Regulation is responsible for spearheading the development and implementation of regulatory processes and procedures to ensure efficient and cost-effective supply of energy services and products. The role also ensures the protection of the interests of customers and maintains Botswana's security of energy supply.

POSITION REQUIREMENTS

Qualifications

Bachelor's degree in Finance, Engineering, Economics, Commerce, Law or related field. A Masters' degree would be an added advantage.

Experience

Minimum of 10 years' experience in an energy related role, with at least 5 years at a managerial level, involved in strategy and policy development issues.

Legal certification / professional membership

Relevant certification or membership of a professional registered body will be an added advantage.

Competencies

- Strategic thinking, Planning & Execution.
- Analytical, Problem Solving, Deciding and Initiating Action.
- Business Acumen, Functional/Technical Skills, and Command Skills.
- Innovating, Initiating Change and Communicating Effectively.
- Delivering Quality Service.
- Courage, Ethics, Integrity, and Trust.
- Supervision and Accountability.
- Coaching, Developing and Empowering Others.
- Interpersonal Savvy, Teamwork and Partnering.

KEY PERFORMANCE AREAS

- Effective regulatory framework for a competitive affordable and sustainable energy sector.
- Facilitated economic access, investment and growth in regulated sectors.
- Evidence based regulatory decisions and interventions.
- Effective sector performance monitoring and incentive regulation.
- Energy Sector Transformation.
- Effective consumer protection.
- Efficient and effective issuance of licenses.
- Departmental performance effectiveness.
- Optimal utilization of departmental resources.

Approved; 07/11/2023



Please send applications to recruitment@profilesforbotswana.com, indicating the position applied for in the subject line.

Deadline: 21 November 2023