



JOB VACANCY ANNOUNCEMENT

Job Vacancy: Chief Executive Officer (CEO), TONGA POWER LIMITED

Job Reference: TPL/CEO

Company brief profile:

Tonga Power Limited (TPL) was established in 2008 and is 100% Government owned (Public Enterprise). TPL's primary purposes of existences are to generate and distribute electricity/power to the people of Tonga, and to operate as a successful business and, to that end, to be as profitable and efficient as comparable businesses that are not state owned. It currently reticulates electricity across four islands with the main island of Tongatapu accounting for approximately 85% of the customers, assets and sales of the Company. The current valuation of the network assets across the four islands is some TOP\$100m, with the bulk of this being on the main island of Tongatapu. The Company has circa 22,000 customers. TPL also has a priority target for electricity/power generation to be 50% renewable energy by 2020 and 100% by 2030.

Job Terms and Conditions:

- The Term of appointment is a Performance Based Contract with the initial term of up to three (3) years.
- The Remuneration will be based on the Tonga Power Limited's CEO Remuneration package.

Specific Purpose of the role is to:

- Ensure TPL practices good corporate governance and comply with the requirement of the Public Enterprises Act 2002, Companies Act 1995 and other specific legislation and policies.
- Ensure TPL successfully achieve targeted outputs within allocated budget and other resources.
- Provide high level and professional policy advice to the TPL Board and Shareholder representative in relation to current TPL performance, the establishment of tariff reduction strategies, achieve the renewable energy targets, and reforming the Utilities Sectors.
- Implement government policy initiatives on public enterprises and ensure these contribute to the continuing development of the utility and energy sectors.
- Take ownership and truly embrace the responsibility of the role. This will include acknowledging the strengths of your team and leading them to even greater heights. You will recognize and appreciate the importance of each and every stakeholder associated with the Company and drive for excellence in all areas.

Accountabilities:

The CEO of Tonga Power Limited is responsible for the strategic planning and diligent administration of the company. The CEO provides visionary oversight of TPL performance ensuring it is efficient, effective and profitable, and where possible to provide best services with reasonable prices. The position will provide the executive direction to professional, technical and operational teams in its delivery of the company's obligations to ensure sound and prudent TPL performance. The CEO will be required to continue leadership in the TPL's strive to meet the renewable energy targets by 2020 and 2030.

Experience and Qualification:

- Must have tertiary educational qualification in Electrical Engineering, Power Generation Engineering, Energy management, Renewable Energy Engineering, or/and Business Management from a recognized University. A higher degree in these relevant fields is desirable.
- Must have gained vast experiences that proven operational management experience of at least 10 years in a senior management position in a comparable organization, with proven management experience in the relevant field (both commercial and/or technical disciplines). Preferably someone who has previously worked in a similar nature of organization at General Manager or CEO level on an expatriate or local level basis.

Essential Skills:

Applications are welcomed from individuals who possess outstanding strategic thinking capacity, demonstrated leadership capability and superior management skills. The CEO roles are particularly suited to individuals who are commercially focused, skilled in supporting innovation and providing direction to substantial change management initiatives at the policy, systems and process levels.

The role will work closely with the Shareholder representatives, TPL Board of Directors, Electricity Commission, and donor partners, not only as Chief Executive Officer, but also in defining and developing major organizational reforms aimed at optimizing the return on Government's investment in services and programs at TPL. High orders of communication, negotiation and influencing skills are essential, as is a demonstrated track record of effective resource management.

Essential skills required of the advertised CEO roles will be to:

- Provide the TPL Board of Directors and Shareholder representative with high quality policy and program/project development advice;
- Drive strategic planning and resource management accountabilities;
- Provide executive leadership and direction to professional, technical and operational teams;
- Identify improvements in service delivery and efficiencies in cost-effective to TPL;
- Lead implementation of organizational & system changes to improve productivity;
- Model cross-TPL departments and whole of TPL collaboration to ensure high standards of communication and customer service;
- Commit across a wide variety of operational and stakeholder activities need to be second to none;
- Will empower a dedicated team and to strive to ensure that all activities are robustly delivered and well received, be it from a financial, commercial, operational, innovation, public relations or community perspective;
- Strong leadership, commercial and people skills are essential. This position calls for an innovative leader, someone who is forward thinking and who wants the ability to further transform a successful business. It requires passion, commitment and a proven executive level skill set. Infrastructure or Electricity Supply experience is not essential although this would be advantageous, as would a previous expat/local posting;
- Sound skills in a private sector environment or/and energy sector comparable role;
- Proven project management, utilities, and/or renewable energy background will be advantageous.

How to Apply:

- Applicants who possess most of the qualities described under the accountabilities, educational qualification, experiences, and essential skills for the CEO position should apply. A full Position

Description can be obtained by contacting ceovacancy@tongapower.to or 'Alisi Tu'inukuafe on mobile phone number (676)78-63206 or Office telephone number (676)21-400.

- Applications should be addressed and submitted to the following address:

Chairman
Board of Directors
Tonga Power Limited
Taufa'ahau Road
Nuku'alofa
TONGA.
(Vacancy)

The applicant must include a recent full CV with at least three referees (i.e. one of these referees is your most recent employer). The CV must clearly demonstrate your career professions and experiences that relevant to the roles of the advertised CEO position. All applicants must provide proof/certified copies of formal educational qualifications and a comprehensive covering letter (in English) and be received via email to ceovacancy@tongapower.to or deliver to the above address by Monday, 23rd April 2018 @ 4:00p.m.

Thank you

Tonga Power Limited

28 March 2018