

## UpEnergy Uganda CEO Job Description

### About Us:

UpEnergy ([www.upenergygroup.com](http://www.upenergygroup.com)) brings aspirational products that save energy and improve health within reach of low-income customers. We develop distribution channels that sell efficient and clean technologies, primarily efficient cookstoves. We finance our growth through the generation and marketing of carbon emissions reductions sold in Europe, Asia, and North America.

We sell products in under our SmartHome brand and through partnerships with other brands. We operate regional distribution hubs and build distribution relationships with retailers, and directly with customers, through the SmartHome sales force. We've seen 100% year on year growth for two straight years. We now sell over 20,000 units per month that save each family we reach about 9% of their annual income and reduce air pollution.

Globally, UpEnergy has a long track record of capturing the value of energy savings through sales of emissions reductions. The products we sell generate UN certified carbon credits (CERs) delivered to buyers in Europe and Asia. Our long term carbon sales relationships have uniquely positioned us to rapidly grow distribution. UpEnergy's team has a collective 50 years of experience in climate finance and is at the forefront of Paris-era project finance.

### Job Description:

UpEnergy Uganda seeks a CEO to lead our growing distribution team, manage our African climate finance practice, and take the lead in developing new business lines and carbon emission reduction partnerships. This is an exciting opportunity to drive organizational growth at a profitable social enterprise with the required capital for growth.

The CEO will also be responsible for growing and improving UpEnergy's distribution operations, supply chain, and marketing. The role will require an entrepreneurial mindset with ability to find, assess, and test new models and products to serve low-income customers in Africa. In addition to the ability to capture new opportunities, the new CEO will have demonstrated an ability to lead the execution of projects that require strong systems, foresight, and quality control to achieve success.

Successful candidates do not need to have led an organization previously but will have strong leadership experience with teams in emerging market economies. The role will also require thoughtful team building, ownership of the profit and loss statement and financial controls, development of new teams including a product management team, the ability to inspire learning and experimentation across the organization, and keen skills overseeing complex projects and operations in which getting technical details right is of high importance.

The CEO will lead our growing team of 68 employees from our office in Muyenga, Kampala, Uganda and will be based in or near Kampala.

### Roles and Responsibilities:

- Management and Leadership
  - Define and implement an organizational culture that values customer experience, operational excellence, and innovation and experimentation.
  - Oversee performance management, mentorship, leadership development, and the implementation of strong organizational controls.
  - Define organizational structure to best achieve existing goals and new growth opportunities.
  - Attract and retain high performing team members.
- Strategy

- Work with the Board of Directors to evolve UpEnergy's strategy as we seek to exceed expectations of current customers and develop new projects.
- Develop new strategic relationships with product manufacturers, governments, NGOs, and carbon credit off-takers and intermediaries.
- Product and Commercial
  - Develop channels to expand commercial reach of UpEnergy's product line.
  - Improve data capture and analysis to improve business performance and decision.
  - Lead development of new high-value products and services for UpEnergy customers.
- Operations
  - Own all aspects of UpEnergy's execution of complex sales operations, data gathering and monitoring, carbon audits, and carbon offset generation.
  - Successfully manage existing partnerships with product manufacturers, local governments, sovereign and corporate carbon buyers, NGOs, and retailers.
  - Oversee product development and procurement to ensure strong sales, margins and impact. Drive continuous improvement in sales operations and supply chain.
- Carbon Project Oversight and Origination
  - Oversee African carbon finance operations including 3<sup>rd</sup> party experts that manage carbon credit generation.
  - Originate new projects to expand UpEnergy's geographical footprint.
  - Develop tools and technologies to improve data capture and reporting.
- Finance
  - Set organizational financial and capitalization strategy.
  - Effectively oversee financial management and accounting across a set of corporate entities including annual audits and quarterly financial reports.
  - Maintain and update a long-term financial model in line with current corporate strategy.
- Governance
  - Participate as in board meetings to establish and manage strategic priorities.

#### **Desired Skills, Characteristics, and Experience:**

- Proven team building and general management experience.
- A track record of effective and strategic management of organizational growth.
- Interpersonal skills, credibility and confidence to effectively represent UpEnergy in global forums and to lead the development of long-term partnerships cookstove and carbon leaders.
- Familiarity with project finance and/or the development energy or carbon projects. Experience in carbon project development is a huge plus.
- Strong financial management experience, including internal controls and accountability: the ideal candidate will have managed budgets and a P&L.
- An understanding of customers and business culture in East Africa.
- Creative ambition: An entrepreneurial mindset.
- Highest expectations of self and team.
- Bachelor's Degree required. Advanced degree in related field preferred. Fluent English required.
- Knowledge of carbon methodologies and documentation a huge plus.

#### **Compensation:**

The UpEnergy Uganda CEO will earn a highly competitive salary and equity package.

#### **To Apply:**

Please send a customized cover letter highlighting your relevant experience, and the specific areas of UpEnergy's work that most interest you, to [jobs@upenergygroup.com](mailto:jobs@upenergygroup.com).