

JOB OPPORTUNITY ANNOUNCEMENT

Position: Plant Manager

About the company: HOGL

Hydro Operations Great Lakes(HOGL) is a Rwandan company incorporated in 2016 in Kigali. The company has a recognized expertise in hydropower and is developing expertise in mini-grid management. With more than 30 employees, the company has an established core business in Operation and Maintenance(O&M) of hydropower plants and is expanding into the development of digital tools to support energy access projects in the region and beyond.

About the position

Description

HOGL is operating since the end of 2018 the Rwaza HPP, a 2.6 MW run-of-river power plant at Rwaza, Nyakimana, near Musanze.

The team on site is composed of one Chief Technician, one Chief Operator, 3 Operators, 4 Dam Operators, 15 Helpers and some casual workers. The team is also supported by the staff based in Kigali, by the Managing Director (based in Belgium but with at least 10 weeks per year in Rwanda) and by international experts.

HOGL is in charge of the daily operation, monitoring and maintenance of the plant. HOGL also manages some of the works to improve the asset.

The current plant manager is about to take his well-earned retirement and a new plant manager is needed to replace him. During the transition period, the current plant manager will assist the new one in his/her duties.

The plant is running 24/7 which requires flexibility in terms of working hours (some maintenance works are done during the weekends and in case of an emergency, work must be done directly, even during the night).

The work will have to be performed fully at the plant located near the IPRC Musanze (Nyakimana). The Plant Manager must live in the area (Musanze is acceptable). The Plant Manager will report directly to the Managing Director of HOGL and will be expected to participate in meetings with the client (international team). Excellent communication skills in English are required.

Task description

- Responsible of the good Operation and Maintenance of Rwaza HPP,
- Responsible of all the staff assigned to Rwaza contract.
- Responsible for compliance with the company's HR policy and responsible for the team's planning.
- Develop and review budgets, standing operating procedures(SOP) or engineering studies.
- Direct operations, maintenance, or repair of hydroelectric power facilities.
- Monitor and inspect hydropower plant equipment and supervise installations, upgrades, or maintenance work
- Plan and coordinate hydroelectric production operations to meet customer requirements.
- Manage subcontractors during repairs, improvement of the asset
- Assist HOGL to develop or implement projects to improve efficiency or effectiveness of hydroelectric plant operations.

Required attitudes:

- Team leader
- Excellent organizational skills
- Excellent communication skills, with the team on the field and with the international partners
- Ability to work under pressure
- Pragmatic and hands on mentality
- Willingness to work in a position with responsibilities where flexibility is required
- Excellent team player

Profile :

- Ao diploma (bachelor) or master in Civil, Electrical, or Mechanical Engineering.
- Minimum 6 years of work experience, with proven track records in:
 - at least 6 years in PLC, control panels and motors (or generators)
 - at least 3 years as manager of a team
- Excellent report writing skills in English
- Excellent project management skills
- Excellent oral and written command of Kinyarwanda and English. French is an asset
- Excellent Computer skills (Word, Excel and PowerPoint is a minimum)
- A driving license is an asset
- Experience working for company in the energy sector is an asset

What we offer:

- A stable job, working for an international company
- The opportunity to learn from experienced engineers and an international team
- The possibility to be part of a growing international company, with good future career prospects
- A competitive salary, based on your experience
- The health insurance for you and your family (RSSB + an extra private one to complete)
- An open-ended contract

If you are interested, please complete this online [form](#), at the end you will receive instructions to send us your CV and cover letter.

The deadline for applications is on 26th September 2022

For more information, please visit our website www.hogl.rw