

**HSES MANAGER INFRACO AFRICA
BASED IN CASABLANCA OR NAIROBI
MUST BE FLUENT IN FRENCH.**

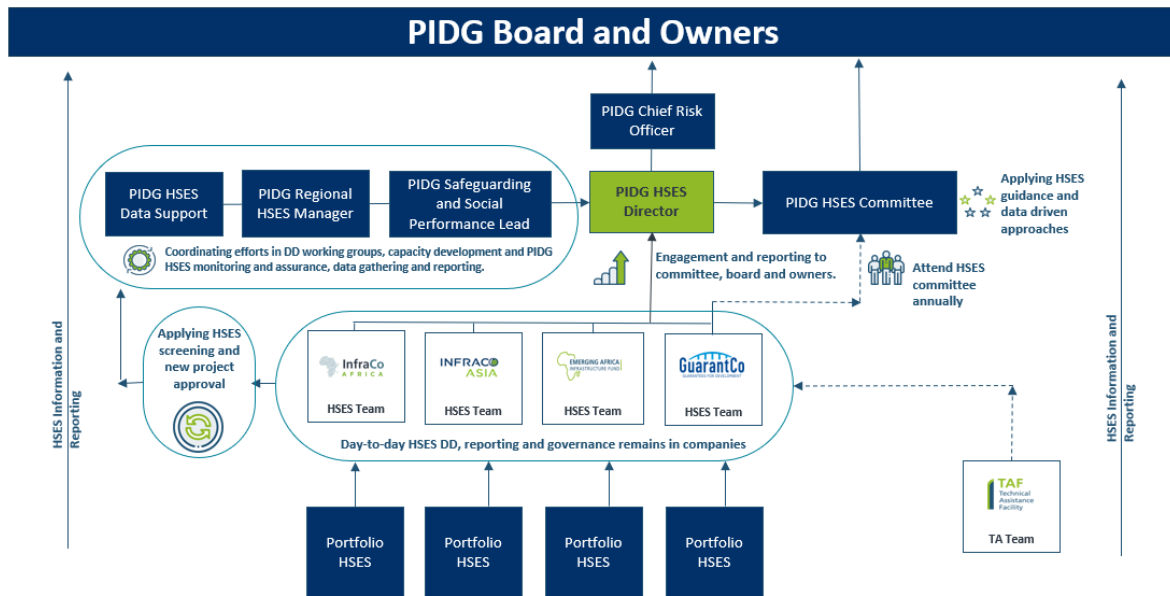
Overview

InfraCo Africa is part of the Private Infrastructure Development Group (PIDG). We provide funding and expertise to infrastructure projects, enabling them to grow from an initial concept to a bankable investment opportunity and on to a viable operating business. We work with projects at their earliest stage, either directly if there is already an experienced lead developer in place, or we can provide on-the-ground project development expertise through our contracted development teams. We can also provide equity to fund the construction of pioneering projects or for innovative infrastructure businesses that need to scale-up or demonstrate commercial viability to attract further investment.

As part of the Private Infrastructure Development Group (PIDG) we operate in a complex developing world that is subject to diverse economic, societal, financial, environmental and political drivers. Our challenge is to combat poverty in the poorest and most fragile countries through pioneering infrastructure and assuring project delivery excellence, while effectively managing the Health, Safety, Environmental and Social (HSES) impacts associated with such infrastructure development projects. PIDG have developed an HSES Framework (aligned to the IFC Performance Standards) and implementation strategy to respond to these demands. InfraCo Africa are committed to rolling this strategy and framework out to all of its projects and to contributing to the continued development of a fit for purpose Health, Safety, Environmental and Social Management System (HSES-MS) that can be used by all of the PIDG companies to support their planned growth.

InfraCo Africa has recently opened a new PIDG office in Casablanca and is looking to establish a diverse, focused, collaborative and action orientated team there. This office is supported by the corporate team based in the UK PIDG office in London. InfraCo Africa also has an East & Southern Africa team based in Nairobi. We would like the successful candidate to be based in Casablanca so they can bring additional support to our West & Central African team, however we will consider basing the HSES Manager role in Nairobi for the right candidate. Regardless of location, the HSES Manager will be expected to support projects across sub-Saharan Africa and will need to have the experience to deliver against the responsibilities of the role and be passionate about making a difference whilst working in an entrepreneurial and innovative environment.

Although working full time within InfraCo Africa, reporting directly to the CEO, the HSES Manager shall have a functional reporting line to the PIDG HSES Director. This will allow the HSES Manager to have a PIDG group wide perspective, anchoring their discussions within InfraCo Africa to the group's HSES strategy, framework and management system to ensure a single integrated approach to HSES processes. The flow of HSES information and the wider PIDG team is shown in the figure below:



Role

The Health, Safety, Environment and Social (HSES) Manager is a vital member of InfraCo Africa's Corporate Team reporting to the InfraCo Africa's Chief Executive Officer and working closely with the Director of HSES for PIDG Ltd. As a publicly funded company operating in high-risk (frontier) locations and undertaking development, construction and operation activities, it is imperative that InfraCo Africa has leading Health and Safety, Environment and Social (HSES) practices. The HSES Manager's primary responsibility is to prevent harm, incidents and deaths "on the field" in our operations and construction projects. The HSES Manager is accountable for defining these practices, ensuring they are implemented effectively by all those involved in its projects, monitored and continuously improved.

Responsibilities

The HSES Manager is expected to:

- Ensure that all of InfraCo Africa's staff understand the HSES strategic priorities and standards as defined by PIDG HSES and that these are being adhered to appropriately throughout the origination, development, construction and operation of projects/investments;
- Work with PIDG HSES, to identify appropriate HSES training interventions, tools and assets for InfraCo Africa's staff and its partners to enable all to understand and operate within PIDG's standards and frameworks;
- Create an annual HSES plan and budget for InfraCo Africa (working with PIDG HSES to do so) and support centralised (where possible) procurement of H&S services;
- Track delivery against the annual HSES plan and budget, updating both as required, and providing regular progress summaries to the CEO;
- Work with InfraCo Africa's COO to ensure that the appropriate health and safety protocols have been implemented within its facilities (including HR and travel processes) and are being adhered to;
- Act as the point of contact for any health or safety incidents that may occur within InfraCo Africa or that affect any of its staff, escalating, reporting and managing the incident as appropriate; and

- Participate in PIDG HSES team meetings, representing InfraCo Africa’s work and views on HSES, identifying areas for learning, sharing knowledge and contributing to the development of new HSES standards/frameworks, processes and tools;
- Produce and disseminate HSES management good practices and lessons learned documents from PIDG’s work around the globe;
- Provide input on HSES aspects as needed for InfraCo Africa’s portfolio reviews, strategy reviews and preparation of annual business plans; and

On projects/investments

- Review new opportunities from an HSES risk perspective and oversee any HSES due diligence activities undertaken by the Business Development or Investment teams ahead of securing Investment Committee approval;
- Define steps required to assist InfraCo Africa improve HSES management performance and meet the requirements of the PIDG Group HSES Policies, Standards and Procedures. Develop, drive and sustain a culture across InfraCo Africa that stimulates high levels of HSES management performance and continuous improvement;
- Work with the Business Development team, Investment team and DI Manager to identify potential HSES risks and issues as early as possible in the project cycle, and develop recommendations to mitigate or manage these risks (including review of ESHIAs, LRPs and RAPs);
- Provide advice and guidance on the incorporation of HSES recommendations in project documentation and agreements (as appropriate);
- Lead the development and implementation of HSES management systems by project companies (working with PIDG HSES, the Asset Management team and DI Manager);
- Work with the Asset Management team and DI Manager to periodically monitor HSES practices and management systems within InfraCo Africa’s project companies: lead project HSES management compliance audits and site visits; jointly review HSES management reports and performance; and recommend changes to continuously improve;
- Identify opportunities for adding HSES management value in a project (working with PIDG HSES to mobilise technical and financial support for projects as needed)
- Compile and analyse data from HSES management systems, review trends on an individual project and total portfolio basis. Report results on a monthly, quarterly and annual basis to the CEO, InfraCo Africa Board and PIDG HSES;
- Ensure sound evidence underpins all internally or externally reported monitoring data and ensure that all such data points are accurate, up-to-date and can withstand scrutiny;
- Working together with the Asset Management team and DI Manager, produce (using external resource if necessary) an Annual Monitoring Report (AMR) which captures HSES information for each of InfraCo Africa’s projects/investments;
- Working alongside the Asset Management team and DI Manager to investigate and resolve any incidents occurring on InfraCo Africa’s projects during development, construction or operation; and
- Undertaking site visits and/or incident investigations from time to time together with PIDG HSES, the Asset Management team and DI Manager (Note: there are likely to be at least 4-5 projects visited annually as part of DD and/or assurance and monitoring).

QUALIFICATIONS AND EDUCATION REQUIREMENTS

- A degree in a science or engineering subject essential.
- An advanced degree / qualification (post-graduate) in the HSES sciences or other relevant discipline highly desirable (e.g. IEMA, NEBOSH or IOSH).

EXPERIENCE

- Excellent leadership skills with a demonstrated record of success.
- 10+ years relevant professional experience in dealing with Health and Safety, Environmental and Social Management.
- Direct experience managing HSES in multisite portfolio operations
- Specific training and experience in environmental and social aspects (including health and safety) of communications, water, sewage, power, transport, roads, infrastructure and/or natural resources sectors highly desirable.
- Competent and experienced in developing, documenting and implementing comprehensive HSES Management Systems, HSES risk assessment, environmental and social impact assessments, and occupational health and safety. Strong knowledge of IFC Performance Standards on Environmental and Social Sustainability and UN Global Sustainability Goals is key.
- Experience with the latest best practices in Health, Safety, Environmental and Social management.
- Accident/incident investigation experience desirable.
- In-depth, practical experience in addressing a range of social, environmental, occupational health and safety, and social management issues in a variety of sectors.
- Consultancy, contracting and/or operational experience in emerging market countries would be advantageous.

SKILLS

- Excellent verbal and written English and fluent in French
- Must have excellent computer skills, including with Excel, Word and PowerPoint. Knowledge and use of MS Project is desirable
- Ability to travel frequently across Africa is essential and willing to travel 40-50% of working time
- Good team player who can help motivate and lead groups. Strong writing and public speaking skills
- Strategic thinker with an ability to clearly visualise the big picture. Ability to influence a wide sphere of stakeholders. A team player with good interpersonal skills
- Ability to plan and prioritise workloads and deliver under pressure
- Ability to communicate and work well with people at all levels
- Able to build strong relationships with stakeholders - both internal and external to government ministry level. Diplomatic approach and the confidence to liaise with high profile company staff, board members and host nation ministries desirable
- Integrity and discretion when handling confidential information
- Attention to detail, an ability to work with numerical information, analytical and problem-solving skills