

# PASSION, PURPOSE AND PERFORMANCE

## Career Opportunities



**Umeme is a public company cross listed on both the Uganda Securities Exchange and the Nairobi Securities Exchange. As an employer of choice, Umeme remains committed to providing exciting career opportunities that bring the best out of our people in addition to providing safe and reliable electricity, improving customer service, minimizing energy losses and operating in a cost effective manner.**

Are you an individual with high integrity, dedication and commitment? Then we welcome you to a future of possibilities.

**Job Title : Compliance Manager**  
**Reports to : Deputy Managing Director - Regulatory**  
**Department : Legal & Regulatory**

### Job Purpose:

To manage and coordinate the implementation of policies and procedures that ensure compliance to the Umeme concession agreements, regulatory and statutory frameworks, carry out compliance reviews across the business to ensure the company meets its listing, regulatory and statutory obligations..

### Key Result Areas:

- Develop, review and manage the implementation of policies and procedures for compliance with the requirements of the Umeme Concession Agreements to protect shareholder value.
- Develop, periodically review and manage the implementation of policies and procedures for compliance with the requirements of the Capital Markets Authority (CMA), the Uganda Stock Exchange (USE), and the Nairobi Stock Exchange (NSE) to protect shareholder value.
- Develop, periodically review and manage the implementation of policies and procedures for compliance with Umeme Licensee Conditions, ERA Regulations and Guidelines, the Electricity Act 1999, the Companies Act and other relevant statutes.
- Manage the implementation of policies and procedures for compliance with the requirements of the Electricity (Safety Code) Regulations, 2003, the Electricity (Primary Grid Code) Regulations, 2003, and the Electricity (Quality of Service) Regulations, 2003.
- Manage activities to monitor and ensure Umeme's compliance with the disclosure requirements under the CMA, USE, NSE and Companies Act as well as rules and regulations in respect to publication of statutory accounts.
- In liaison with the Investor Relations Manager, ensure prompt submission of relevant reports to the CMA, the USE, the NSE and Investors in accordance with the Listing Regulations.
- Coordinate and manage activities to ensure compliance with Umeme's Insider Dealing Policy and preparing relevant compliance reports to the Umeme Senior Management Team (SMT) and the Umeme Board.
- In liaison with the Legal and Tariff & Regulation sections, compile relevant reports to ERA pursuant to the Umeme Licenses for Supply and Distribution of Electricity.
- Participating in the preparation and development of the Departmental annual and strategic work plans and budgets.
- Prepare and submit mandatory and ad hoc compliance reports to the Umeme Management Team (SMT) and the Umeme Board for their action.
- Manage the performance and development of subordinate staff in line with the HR manual.

### Job Requirements:

- Bachelor's degree in Law or Accounting or Economics or an equivalent associated discipline.
- Postgraduate qualification such as Master's Degree in Business, Institute of Chartered Secretaries (ICSA), ACCA, ACA, CIMA, CPA.
- Demonstrated work experience of at least 4 years working in a regulated environment at a managerial level, 2 of which should have been in a supervisory role.
- Membership to an accredited profession such as the Institute of Chartered Secretaries.
- Deep understanding of the Electricity Sector in Uganda, and laws and regulation governing its operation.
- Strong appreciation of operation of capital markets and regulations governing them in Uganda and Kenya.

**Job Title : Tariff and Pricing Specialist**  
**Reports to : Senior Manager - Commercial Regulation**  
**Department : Legal and Regulatory**

### Job Purpose:

To ensure fast and efficient resolution of customer complaints received through the Contact Centre and address inquiries regarding Umeme services in line with the customer service standards.

### Key Result Areas:

- Compile the Annual and Quarterly Tariff Applications in accordance with Tariff Methodology and ensure that Umeme tariff submissions to ERA provide for the company's Full Revenue Requirement.
- Undertake financial modeling based on the economic, company performance and tariff parameters to update the company tariff model and ensure its consistency with the ERA tariff model.
- In liaison with the Electricity Regulatory Authority, coordinate and execute proper stakeholder and public consultation processes with respect to Annual and Quarterly Tariff Reviews.
- In liaison with the Finance Department, undertake the relevant analysis of the approved tariffs, carry out relevant tariff reconciliations including analysis of Bulk Supply Tariffs (BST) and ensure that the approved BST is based on realistic and verifiable assumptions.
- Provide for, in the tariff application, Lease Payments to allow for full funding of the Escrow Account and ensure that the Escrow account is maintained at the 'Required Minimum Amount' pursuant to the lease and Assignment Agreement.
- Participate in the dialogue with respect to all License reviews and modifications initiated by the Authority and or by Umeme Limited and ensure compliance with the process.
- Periodically review the Bulk Supply Tariff (BST) applied by UECTL and ensure it's in accordance with the ERA approved tariffs.
- Coordinate relevant offsets from BST, the Lease Payment payable to UEDCL and draw from the Escrow Account, pursuant to the provisions of the Concession Agreements.

### Job Requirements:

- Bachelor's degree in Accounting or Quantitative Economics, Statistics, Econometrics, or an equivalent associated discipline.
- Postgraduate qualification such as Master's Degree in business, ACCA, ACA, CIMA, CPA.
- Demonstrated work experience of at least 4 years working in a regulated environment at a managerial level, 2 of which should have been in a supervisory role.

**HOW TO APPLY:** If you believe you are the one we are looking for, please visit our website to fill in our job application form clearly detailing your suitability for the position in terms of required qualifications and experience by **Friday 7th April, 2017 at 17:00 hrs.**