

HSES MANAGER INFRACo AFRICA

Role

Within 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. The PIDG HSES implementation strategy responds to these demands and is integral to the short, medium and long-term PIDG HSES management system success.

The overall strategy is to drive a PIDG HSES Framework aligned to the IFC performance standards and an assurance system that monitors and reports HSES performance within PIDG companies and to our Owners. This includes the continued development of a fit for purpose Health, Safety, Environmental and Social Management System (HSES-MS) across the PIDG companies to support the planned growth and reach of PIDG projects in the coming years

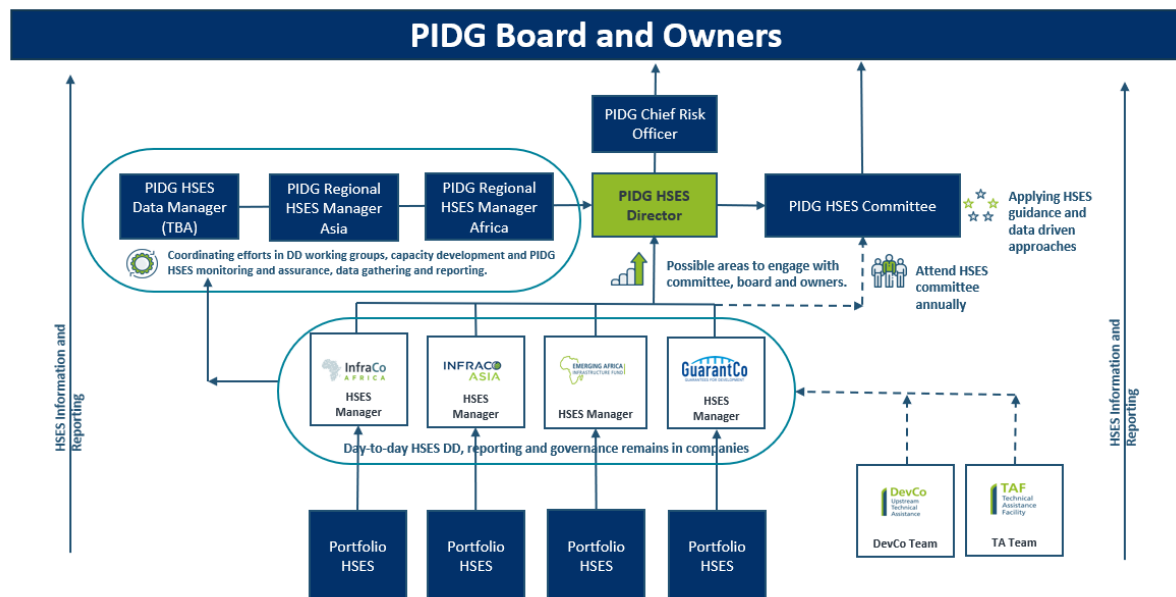
The new PIDG Ltd. “holding company” governance structure, established in 2018, enables greater clarity and unity of direction from the PIDG Ltd. Board and Executive team/ExCo to the companies and provides more effective direction, guidance, reporting and control across our PIDG companies.

InfraCo Africa is a PIDG company and provides funding and expertise to infrastructure projects, enabling them to grow from an initial concept to a bankable investment opportunity to a viable operating business. InfraCo Africa works with projects at their earliest stage, either directly where they already have an experienced lead developer, or they can provide on-the-ground project development expertise through our own teams. They 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.

InfraCo Africa, has its new north African headquarters within Casablanca and is a small, diverse, focused, collaborative and action orientated. This office is supported by the corporate team based in the UK PIDG office based in the city of London. There is also an office base in Nairobi. We are looking for candidates to be based in Casablanca but with an Africa region wide remit, who have the experience to deliver against the responsibilities of the role and who are passionate about making a difference whilst working in an entrepreneurial and innovative environment.

Health, Safety, Environmental and Social (HSES) management is a strategic priority for PIDG and InfraCo Africa. InfraCo Africa wishes to recruit an HSES specialist to assist in the adoption of the PIDG and InfraCo Africa HSES, whilst also supporting InfraCo Africa in reviewing and enhancing HSES aspects on pipeline/new deal transactions and the current portfolio, undertaking risk based HSES project due diligence, preparing internal HSES reporting and assurance reports and providing HSES training and awareness development to the InfraCo Africa team, developers, the wider PIDG group and portfolio companies.

Although working full time within InfraCo Africa, the HSES Manager has an important and independent functional reporting line to PIDG HSES centre. This will allow the HSES Manager to have a PIDG group wide HSES strategy perspective by anchoring their discussions in InfraCo Africa which are aligned to the group strategic and culture understandings, a one integrative HSES process. The flow of HSES information and the wider PIDG team is shown in the figure below:



The HSES Manager is a vital member of InfraCo Africa's Corporate Team reporting to the Head of HSES and Engineering and working closely with 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, Safety, Environment and Social (HSES) practices. 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:

- Review and appraisal of new InfraCo Africa projects from an HSES risk perspective, including the identification of potential HSES risks and issues as early as possible in the project cycle, development of recommendations for InfraCo Africa actions, and drafting of relevant project HSES management system documentation.
- Supporting companies to develop HSES due diligence terms of reference for projects. Review and challenge recommendations from environmental and social studies, assessments and plans when requested, as well as HSES action plans and ESIA implementation across projects, including providing advice and guidance on implementation of recommendations;
- 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 closely with the PIDG HSES team and InfraCo Africa team to define steps required to improve HSES performance and reporting across portfolio client companies and projects to meet requirements of the PIDG Group HSES Policies, Standards and Procedures

- Continuously improve personal, team and corporate knowledge of HSES best practices and share such best practice and lesson learnt across the PIDG group.
- Produce, as instructed, and disseminate HSES management good practices and lessons learned documents from PIDGs work around the globe.
- Identify appropriate training interventions, tools and assets for InfraCo Africa's staff and its partners to enable all to understand and operate with HSES policies and frameworks;
- Assure HSES management performance of specific allocated projects. Lead project HSES management compliance audits and, where required, attend and support accident and incident investigations.
- Identify opportunities for adding HSES management value in a project. Work with PIDG companies to mobilise technical and financial support for projects to address HSES aspects.
- Work with PIDG Ltd to procure HSES services as required, monitoring delivery and optimising service agreements;
- To compile and analyse HSES statistics and trends and other defined HSES management reporting and review systems including reporting to PID. Analyse and review trends from these HSES statistics on an individual project and total portfolio basis. Provide results on a monthly, quarterly and annual basis to the InfraCo Co Africa board and PIDG HSES Director
- Project manage the collation of the InfraCo Africa Annual Monitoring Report, working with the PIDG HSES team and InfraCo Africa portfolio team to develop the report.
- Work with both PIDG's and InfraCo Africa's Office Managers to ensure that the appropriate health and safety protocols have been implemented within its facilities and are being adhered to;
- Support the PIDG HSES team and mission by engaging in site visits and/or incident investigations on behalf of the wider PIDG group from time to time. There is likely to be at least 4-5 projects visited annually as part of DD and/or assurance and monitoring.
- Act as the local point on contact for any health or safety incidents that may occur within InfraCo Africa or that effect any of its staff, escalating, reporting and managing the incident as appropriate;

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).

SKILLS

- 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.
- 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.
- Excellent verbal and written English language skills. Knowledge in other languages, particularly French highly desirable.
- Ability to plan and prioritise workload.
- Ability to work and deliver under pressure.
- Able to build strong relationships with stakeholders - both internal and external.
- Integrity and discretion when handling confidential information.
- Ability to communicate and work well with people at all levels.
- Attention to detail
- Ability to work with numerical information, plus analytical and problem-solving skills.
- Diplomatic approach and the confidence to liaise with high profile company staff and board members desirable.

EXPERIENCE

- At least 5 years relevant professional experience in dealing with HSES or ESG issues.
- 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.
- Experience in HSES risk assessment, environmental and social impact assessments, and occupational health and safety is essential. Strong knowledge of IFC Performance Standards on Environmental and Social Sustainability and UN Global Sustainability Goals is desirable.
- 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 developing countries would be advantageous.