

CEO CPPA-G JOB ADVERTISEMENT & JOB DESCRIPTIONS

The scope of responsibilities of CEO is stated which entails both technical result areas as well as the framework of desired competencies required for the CEO position at CPPA-G considering the Technical, Leadership, Business, and interpersonal competency clusters. These competencies encompass the necessary expertise, skills, and qualities required to successfully lead and manage the organization in the power sector.

JOB SUMMARY

The Chief Executive Officer of CPPA-G assumes the responsibility of managing the overall operations and resources of the company, making major decisions pertaining to procurement of power, billing and settlement & development of competitive market, accordingly, designing the higher-level strategy for the company, providing resources, developing corporate culture, and re-structuring of company to achieve objectives of CPPA-G as per mandate by MO Rules and its license. This challenging position provides leadership for the execution of prevailing legacy functions of CPPA-G and development of competitive market to transform CPPA-G into a World-Class Market Operator (MO).

JOB PROFILE

The CEO must have a strong capability to lead, organize, operate, and set priorities for the entire organization. The CEO will be responsible for:

- Overall management of Company operations and business
- Implementation of policies provide by Board of Directors and provide management guidelines for efficient day-to-day operations.
- Effective coordination with concerned Ministries/Divisions and DISCO, GENCO, NTDC, NPCC NEPRA, PPIB, AEDB and other legal and statutory forums.
- Ensuring compliance with the legal, policy and regulatory requirements.

REPORTING LINE

The CEO shall report to Board of Directors of CPPA-G.

QUALIFICATION

Fellow Member of Professional Body of Accountants (ICAP/ICMAP or others) or Graduate Engineer with 16 years of education or MBA or master's in economics or an equivalent/higher degree in such disciplines from reputable National or international Institutes recognized by HEC.

EXPERIENCE

Prospective candidates should possess a minimum of 25 years of post qualification experience out of which at least 5 years should be in Senior management position in large public/private sector organization(s). Preference will be given to candidates having following credentials of experience working in a Public Sector Organization in the Power Sector of Pakistan:

- Knowledge of Power Sector Planning & Contractual Framework in Energy purchase business.
- Demonstrate credentials of management experience in Power Sector of Pakistan.
- Sound understanding of legal, policy and regulatory regime of Power Sector of Pakistan
- Capability of BPR/Automation of organizational & business processes.
- Well demonstrated skills of leading organization, strong decision making and interpersonal skills

AGE

The age limit for the CEO position is up to 62 years on the closing date of this advertisement.

JOB DESCRIPTION

1. Leadership, Strategy & Change Management

- a) Lead and execute the Strategic Plan of CPPA-G.
- b) Management of day-to-day financial and administrative operations of the CPPA-G.
- c) Ability to convert conventional organization to High performance work system.
- d) Ensure timely Regulatory compliance to NEPRA on daily basis.
- e) Give strategic guideline to IT Systems and Infrastructure for optimization of business processes and alignment with market operations.

- f) Revamp the HR Policies, processes and practices to ensure Human Resource capitalization with retention of existing employees along with Training & Development plans.

2. Procurement of Power

- a) Negotiate and finalized the Energy/Power Purchase Agreements, Direct Agreement, Revolving Account agreements and any other agreement on behalf of DISCOs.
- b) Revision of Security package for new PPA/EPA/under any upcoming policy.
- c) Actively participates in the arbitration Proceedings and participate in negotiations with the IPPs for dispute resolutions.
- d) Monitoring and reporting of Circular Debt matters.

3. Development of Competitive Wholesale Market

- a) Lead the design and implementation of competitive wholesale market to the extent of CPPA's related actions and facilitate the actions for completion by other stakeholders.
- b) Commencement of Contract Registrar & Power Exchange Administrator (CRPEA) function.
- c) Actively work as member of Market Implementation Monitoring Group (MIMG) of Board of Directors led by Secretary Power Division, to facilitate CTBCM implementation along with NEPRA

4. Other tasks

- a) Provide necessary support to Power Division for various issues in the Power Sector.
- b) Provide support to relevant entities under Ministry of Energy (Power Division).
- c) Perform all the duties delegated by the Board of Directors of CPPA-G.

CEO'S ROLE COMPETENCIES

1. Competency Cluster 1: Leadership Competencies

a) Visionary Leadership:

- a. Develop a clear and inspiring vision for CPPA-G's future, aligned with market demands & organizational objectives.
- b. Effectively communicate the vision to the stakeholders and motivate teams towards its achievement.
- c. Foster an innovative and forward-thinking culture to position CPPA-G as a Leading market operator.

b) Change Management:

- a) Lead organizational transformation and change initiatives, driving the successful adoption of new strategies and structures.
- b) Effectively manage complexity and ambiguity, providing guidance and support during periods of transition.
- c) Foster employee engagement and facilitate a smooth change process through effective communication and Training & Development.

2. Competency Cluster 2: Business Competencies

a) Business Acumen

- a. Strong financial acumen to make data-driven decisions, optimize resource allocation, and drive financial & Administrative performance.
- b. Identify opportunities, assess risks, and develop strategies to enhance CPPA-G's performance.
- c. Stay updated with new industry trends, regulations, and emerging technologies to drive innovation and competitive advantage.

b) Strategic Planning:

- a. Develop and execute a strategic plan aligned with CPPA-G's objectives and market requirements.
- b. Monitor market trends, anticipate future challenges, and adapt strategies accordingly.
- c. Effectively allocate resources to support strategic initiatives and ensure organizational success.

3. Competency Cluster 3: Interpersonal Competencies

a) Stakeholder Management:

- a. Build and maintain strong relationships with concerned ministry, regulatory bodies, DISCOs, IPPs, and other key stakeholders.
- b. Collaborate and negotiate agreements to foster effective partnerships and achieve common goals.
- c. Demonstrate excellent communication, Influencing, and relationship-building skills.

b) Ethical Leadership:

- a) Uphold high ethical standards and promote a culture of integrity, transparency, and compliance throughout CPPA-G.
 - b) Make ethical decisions in alignment with legal and regulatory requirements, ensuring the ethical conduct across the organization.
 - c) A strong sense of corporate social responsibility, considering the impact of CPPA-G's actions on the environment and society.
- 4. Competency Cluster 4: Employee Engagement and Development:**
- a) Foster a positive and inclusive organizational culture that prioritizes employee well-being and engagement.
 - b) Implement programs and initiatives to enhance employee satisfaction, growth, and development.
 - c) Promote a supportive work environment that encourages collaboration, innovation, and a strong sense of belonging

SALARY PACKAGE

The selected candidate for the position of CEO will receive market-based competitive salary package based on his/her experience and qualifications. The incumbent will be entitled to fringe benefits as per company policy. Annual salary increment, leave encashment, medical coverage for himself/herself and family members will be provided as per CPPA-G policy.

TENURE OF APPOINTMENT

This Appointment will be made for the 3 years under the relevant provisions of Companies Act, 2017, Public Sector Companies (Appointment of Chief Executive Officer) Guidelines, 2015 & State-Owned Enterprise (SOE) (Governance and Operations) Act 2023, However Board may extend the tenure on performance basis.

INSTRUCTIONS

- The detailed job description can be downloaded from Company's website www.cppa.gov.pk
- Applicant is required to complete and sign an Application Form, as per prescribed format given on Company's Website, to demonstrate his / her fitness and propriety for the position.
- Only hardcopy of application will be entertained, and incomplete applications will be rejected.
- Candidate will also submit his / her CV along with 2 personals, 2 work references, 2 recent photographs and copies of educational degrees duly attested by HEC / Professional Body.
- Government Employee's may apply through proper Channel.
- Applicant shall also submit a declaration on a non-judicial stamp paper as per prescribed format given on Company's website.
- Company provides fair and equitable treatment in employment to all people irrespective of race, color, religion, gender or disability etc.
- No TA/DA will be given for the purpose of interview.
- The envelope containing the application should clearly mention the post applied for
- Only shortlisted candidates will be invited for interview.
- Application should reach this office within 30 days of publication of this advertisement.

Company Secretary

Central Power Purchasing Agency (Guarantee) Limited

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website: www.cppa.gov.pk Contact No. +92-51-9213619