



Company	Starsight Energy Africa Holding Ltd
Role	Group Commercial Director
Reports to	Group CEO
Direct Reports	Direct reporting: In-country Corporate Finance Analysts Dotted line: Sales, Analytics, Customer Service and Legal
Location	TBD – in one of current African markets

## 1. Starsight Energy Africa Holding group of companies

The Starsight Energy Africa Holding group of companies is an Africa focused pure-play commercial and industrial (“C&I”) renewable energy service provider, covering the full scope of C&I projects, from rooftop projects to large scale corporate Power Purchase Agreements (“PPA”) backed projects.

It provides carbon reduction, power security and cost savings to blue-chip clients in a number of key economic sectors including banking, healthcare, education, manufacturing and data storage.

The group spans three key geographical hubs (Eastern, Southern and Western Africa) with operations in Nigeria, South Africa, Ghana, Kenya, Namibia, Tanzania and Uganda. It is backed by Helios Investment Partners and African Infrastructure Investment Managers (“AIIM”).

<https://starsightenergy.com/who-we-are/group/>

## 2. Overview

Reporting to the Group CEO, the Group Commercial Director is a group executive-level role, member of EXCO with the employee being responsible for the commercial strategy of the Starsight Energy Group to drive profitable growth across the Group markets.

The Group Commercial Director will (i) oversee the organic sales strategy and drive cooperation across departments (sales, analytics, technical, legal, finance etc.) to deliver projects within the Group’s strategy, (ii) lead, alongside the Group Executive Team, the evaluation and execution of inorganic growth opportunities, and the Corporate Finance activities of the Group, and (iii) drive continuous improvement across the Group (sales process, pricing, contract management, etc.).

Interested candidates that meet the necessary skills and experience requirements and believe that this role is a good fit should submit a cover letter as well as detailed resume / CV to [careers@starsightenergy.com](mailto:careers@starsightenergy.com).

### **3. Detailed responsibilities:**

#### **Commercial Strategy:**

- Overall responsibility for the delivery of the Group commercial strategy
  - Develops and designs commercial strategy with Group EXCO team
  - Manages inter-departmental collaboration (sales, analytics, technical, legal, finance etc.) to ensure project economics are assessed and aligned with Group approved returns
  - Evaluation and execution, alongside Group EXCO Team, of inorganic growth opportunities end to end (sourcing, evaluation, due diligence, negotiations, contracting, closing)
  - Evaluation and execution, alongside Group EXCO Team, of new markets expansion in accordance with Group strategy
  - Drives sharing of best practices and collaboration across Group markets
  - Overseeing and approving pricing of projects including managing the Analytics team responsible for pricing and ad hoc data-driven continuous improvement projects
- Sales:**
- Builds, develops and manages (dotted line) Sales teams capable of carrying out needed sales and service initiatives to meet Group budget within approved terms and returns
  - Accountable for timely and accurate Sales reporting (pipeline, forecast, performance vs budget, etc.)
  - Consolidates Sales opportunities across the continent, and drives multi-country opportunities
  - Recommends Sales strategies based on market research and competitor analyses
  - Product development: drives cross department collaboration to develop new products and services to enhance growth
  - Continuous improvement of Sales processes, and drives inter-department collaboration

#### **Contract Management:**

- Management of key commercial contract negotiations (new customers, contract renewals, commercial disputes, application of key clauses eg escalation, revenue assurance, etc.)
- Working with the in-country legal teams to ensure contracting in line with master agreement
- Continuous improvement of commercial contracts templates used across the Group, in line with industry best practice and Group strategy

#### **Corporate Finance:**

- Support equity and debt raise activities as required including debt modelling
- Maintain and improve corporate financial models to ensure timely reporting to the Board and Shareholders (company valuation, ad-hoc requests)
- Manage and develop team of two Corporate Finance analysts
- Addressing ad-hoc shareholder requests
- Support for the annual budgeting process
- Oversee and finalise board pack submissions

**Risk Management:**

- Identify and be responsible for potential major risks across the Group, highlighting any potential concerns in an appropriate and timely manner
- For identified risks, prioritise and ensure that a robust action plan, with monitoring put in place

**4. Experience and skills required:**

- Self-starter that can work independently but also form part of team and manage team dynamics
- 10 years + of relevant experience in similar roles in fast paced environment (corporate strategy, corporate finance, consulting, banking)
- Engineering, business, or economics degree with CFA charterholder a plus
- Previous experience in the energy/infrastructure sector in Africa with experience in solar renewable energy preferred
- Previous experience in working in, and managing, cross-departmental and -cultural teams (both in person and remotely)
- Proven track record of designing and executing organic and inorganic growth strategies
- Excellent analytical and quantitative skills
- Strength in problem solving, issue-resolution, ability to work in a deadline-driven work environment, attention to detail, and ability to multitask
- Proficiency in Microsoft Office (Excel, PowerPoint, Word)
- Extensive financial modelling skills and experience in building and reviewing financial models
- French or Arabic a plus

**5. What Does Success Look Like?****By month 3:**

- I will be familiar with the software, processes, and tools required for financial modelling, reporting, and analysis.
- I will understand the relevant financial models in alignment with the company and valuation metrics.
- I will effectively support the Group CEO in key strategic initiatives.
- I will integrate seamlessly within EXCO to form a cohesive team.
- I will be familiar with the board materials and take ownership for finalisation (including sales and financial reporting)
- I will understand the pricing, contracting and commercial considerations by product and country
- I will have a working relationship with all key stakeholders

**By month 6:**

- I will become a core member of the group EXCO
- I will take ownership of the company's financial models in alignment with the company and valuation metrics, consistently delivering accurate and up-to-date models

- I will have undertaken a review of the financial and sales reporting processes and proposed ways to improve and standardise reporting across regions
- I will have embedded myself within the sales, analytics and legal teams in particular to own and coordinate commercial aspects
- I will have started a review of the key sales processes to identify areas of improvement.
- I will have started a review of the company's pricing models to identify areas of improvement
- I will have undertaken an analysis of the skills gap within the corporate finance and sales teams

**By month 12:**

- I will confidently fulfil my roles and responsibilities as Group Commercial Director and have achieved high proficiency in financial modelling, valuations, forecasting, and reporting
- I will confidently review and approve commercial projects in accordance with the Group's strategy, and in relation with all the stakeholders
- I will confidently lead material contracts negotiations
- I will play a key support role in the planning, structuring, and execution of capital raising, M&A, and new market entry activities
- I will have conducted a market research and competitor analysis exercise, to assess and propose improvements to the Group's commercial strategy
- I will have completed a review of the company's sales processes, and proposed a plan to drive continuous improvement
- I will have completed a review of the company's pricing models, and proposed a plan to drive continuous improvement
- I will have completed a review of the company's commercial contracts to identify areas of improvement