



Appointment of
Africa Director



Contents

- 3 Introduction
- 4 About NRGi
- 5 Our Programs
- 7 Africa Region
- 8 Role Description
- 10 Candidate Specification
- 12 How to Apply



Introduction

Thank you for your interest in the role of Africa Director at the Natural Resource Governance Institute (NRGI).

Good governance in countries that are rich in oil, gas and minerals is more urgent today than ever. Longstanding challenges have been amplified by the coronavirus pandemic and the global climate crisis. Major public revenue shortages threaten to undermine decades of gains in governance, environmental and social standards. Countries already facing severe climate impacts must begin adapting to global energy market changes that have created new uncertainty about the value and sustainability of their exports. Meanwhile governments have enacted emergency measures that have reduced citizens' ability to speak up and speak out – even though informed dialogue is a crucial element of the oversight of natural resources.

The people of resource-rich countries seek a more just, inclusive and resilient future – a goal that we at NRGI support to achieve. Nowhere is this more imperative than in sub-Saharan Africa. Alongside the many challenges facing Africa's resource-rich countries lie tremendous opportunities – to manage natural resources in the long-term public interest, improve access to clean energy and develop more sustainable and diversified economies.

NRGI is a leader in the promotion of effective and accountable management of natural resources, in Africa and across the globe. Our approach combines data-driven policy analysis with a fine-tuned understanding of how to promote change in a variety of political contexts. We recognize that sustainable natural resource governance depends upon a large constellation of actors, and we work closely with partners from across civil society, industry and the public sector.

Responding to the current context – the coronavirus pandemic, racial injustice, social and political upheavals around the world, and the accelerating climate crisis – demands new thinking. We do not have all the answers, but we remain committed to bringing cutting-edge ideas to the challenges facing countries rich in oil, gas and minerals – and their citizens. NRGI seeks an Africa Director with the creativity and ambition to help us meet this moment. The director will have the opportunity to steer our in-depth work in six focus countries, manage a world-class team of experts, lead our agenda for region-wide research and advocacy, and shape the organization's strategy in Africa and globally. I hope you will consider joining NRGI at this critical juncture. We look forward to hearing from you.

Patrick Heller
Chief Program Officer



About NRGi

More than a billion people worldwide live in poverty in countries that produce oil, gas or minerals. These people face some of the most severe effects of climate change on top of broader challenges of human development and energy poverty. The Natural Resource Governance Institute is an independent, global policy analysis and advocacy organization that works to generate and translate knowledge into reform in resource-rich countries.

In its **2020-2025 Strategy**, NRGi commits to working with partners to advance the following objectives:

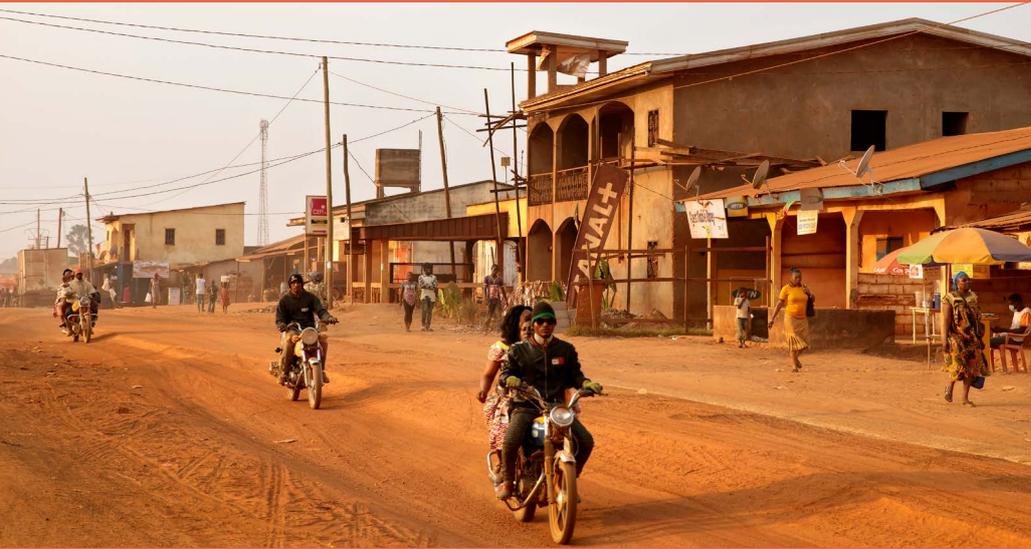
- **Getting a good deal.** Licensing and fiscal systems are transparent, fair and help countries maximize the revenues available for development spending.
- **Managing revenues.** Extractive sector revenues are managed in ways that serve long-term public interest and the economic sustainability of public finances, rather than short-term political or private agendas.
- **Navigating the energy transition.** Resource-rich countries advance rather than hinder the transition to cleaner energy. Countries rich in strategic minerals do not replicate misgovernance in that subsector.

- **Addressing corruption and state capture.**

Governments and companies conduct sector operations in ways that reduce opportunities for corruption and capture, and anticorruption actors tackle extractive sector corruption more effectively.

With a staff of nearly 80 and an annual operating budget of \$13 million, NRGi has registered offices in Belgium, Ghana, Peru, Senegal, Tanzania, Tunisia, the U.S. and the U.K.

We have a further staff presence in Bolivia, Cameroon, Colombia, the Democratic Republic of the Congo, France, Germany, Guinea, Hungary, Kenya, Lebanon, Mexico, Mongolia, Nigeria and Uganda. NRGi is **funded** by philanthropic organizations, multilateral organizations and national governments.



Our Programs

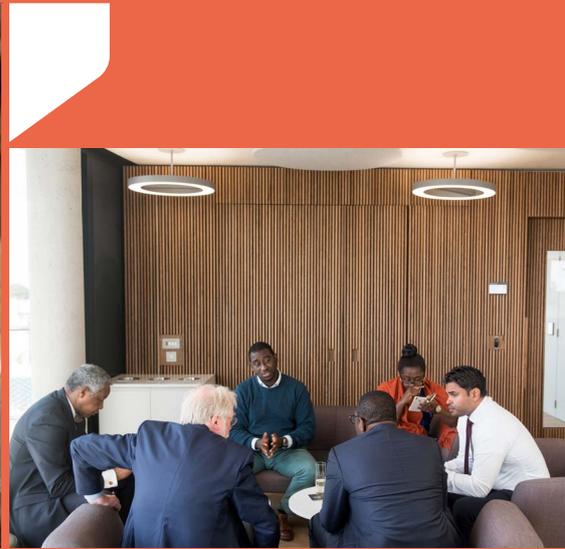
NRGI's program staff work in collaboration across teams, bringing together expertise in different thematic areas and country contexts. NRGI engages with a wide range of stakeholders to promote change, including civil society activists, government officials, parliaments, researchers, private companies and international institutions.

Our work emphasizes accountability and public participation, which are central to efforts to reduce the harms caused by extraction and encourage broad-based development. We root our economic and policy recommendations in a strong base of evidence, drawing on international lessons learned and a deep understanding of national and local contexts.

NRGI's programs span five regions and a range of political, socioeconomic and developmental contexts. We are responsive to local circumstances and agendas, leveraging this diversity for learning and sharing lessons across our programs and with the wider resource governance field. This work is complemented by two thematic teams – Governance Programs, and Legal and Economic Programs – which seek to advance global norms and standards and to support country level work.

NRGI's largest regional program, described in further detail below, is in sub-Saharan Africa and includes DRC, Ghana, Guinea, Nigeria, Senegal, Tanzania and Uganda.

NRGI's Latin America program, led by regional director **Juan Luis Dammert**, includes country work in Colombia, Mexico and Peru, along with broader engagement across the Andean region. The program covers a wide scope of research, advocacy, capacity development and technical assistance work, including on transparency and accountability, governance of the mining sector, and pathways for sustainable energy transition.



Our Programs

The program in the **Middle East and North Africa**, led by regional director **Laury Haytayan**, engages in-depth research and advocacy in Tunisia and is a driver of an evolving natural resource agenda across the region, including on accountability norms and how oil-rich countries can build more sustainable, resilient economies amid the energy transition.

In **Asia Pacific**, NRGi operates a Mongolia program, led by **Dorjdari Namkhajantsan**, which focuses on state-owned enterprise governance and the accountable management of the mining sector. We plan to expand our portfolio in the region, including by resuming our programming in Indonesia.

Our **Eurasia program** includes engagements across the region, with emphasis on Azerbaijan and Ukraine.

NRGI's **Governance Programs** team, led by director **Erica Westenberg**, influences global norms and country practices regarding extractives governance, corruption, contract transparency, beneficial ownership, commodity trading, and global initiatives like the Extractive Industries Transparency Initiative and Open Government Partnership.

Amir Shafaie directs NRGi's **Legal and Economic Programs** team, which focuses on the legal framework and economic decisions shaping extractive industry governance. This includes research, capacity development and technical assistance on issues such as tax policy, legislation, licensing, contract monitoring, revenue management and state-owned enterprises.



Africa Region

NRGI seeks opportunities to cohesively advance natural resource governance across Africa, home to our largest regional program. The evolving global energy transition exacerbates the challenges facing African countries, but also creates new opportunities to effect change – to increase energy access, build more diverse economies and take advantage of growing demand for clean-technology minerals.

We carry out our work in Africa at three levels. First, dedicated in-country personnel engage in in-depth policy work, research, advocacy and technical assistance within focus countries. Our current focus countries include the Democratic Republic of the Congo, Ghana, Guinea, Nigeria, Senegal, Tanzania and Uganda, with the possibility of adding additional countries as needs and opportunities evolve. Our work in focus countries includes close collaboration with stakeholders from government and civil society and the range of actors (multilateral institutions and private sector) involved in the extractive sector.

Second, we work to shape the natural resource governance agenda at a regional level, including through collaboration with regional institutions such as the African Development Bank, and capacity development activities executed in partnership with academic centers of excellence (Strathmore University in Nairobi and the Université Catholique d'Afrique Centrale in Yaoundé).

Third, we influence global natural resource governance initiatives, to ensure that they are responding to the needs of African citizens and maximizing the opportunities for sustainable and accountable governance on the continent. This work engages with such institutions as the Extractive Industries Transparency Initiative (EITI), Organisation for Economic Cooperation and Development (OECD), Publish What You Pay Coalition (PWYP), Global Reporting Initiative (GRI) and various multilateral development banks. The push for equity and support for African countries in the global energy transition will constitute a major component of our advocacy work going forward.

Our Africa team is composed of dynamic experts with a wide range of experience, including regional managers responsible for Francophone West and Central Africa (**Hervé Lado**), Anglophone West Africa (**Nafi Chinery**) and East Africa (**Moses Kulaba**).



Role Description

The Africa Director brings rigorous expertise and intellectual leadership to build an impactful and influential NRGi presence in the region, precipitating transformation in governance and sustainable development and substantially improving natural resource governance across Africa.

Reporting to NRGi's Chief Program Officer, and as the senior-most representative in the region, they define strategic engagements at the country, regional and global levels, identifying key influencers and obstacles to change. Their ambition is to catalyze reform among regional and global institutions, capitalize on our engagements in priority countries and seize new opportunities for reform as they emerge.

Heading up the largest regional program in NRGi, the Africa Director has a major role identifying and strengthening partnerships to raise program funds and generate higher levels of impact. The role also involves identifying and cultivating talent and managing a high-performing team to progress the work of NRGi in the region.



Role Description

Key responsibilities include:

- **Providing intellectual leadership.** The director is responsible for ensuring that NRGi's research and analysis targets the most pressing needs facing resource-rich countries in Africa. The director ensures the program pushes the intellectual boundaries of the resource governance field.
- **Defining strategic engagements.** The director translates an evidence-based, politically astute and relevant vision into the development and execution of strategy to help resource-rich African countries achieve sustainable development while navigating the energy transition. They oversee the implementation of NRGi's regional strategy, assessing opportunities for engagement, conducting outreach on our offerings and aligning regional and organizational objectives.
- **Serving as an ambassador for NRGi.** As the senior representative in the region and a global ambassador for NRGi, the director contributes expertise and strategic guidance through active outreach, participation in conferences and events and showcasing expertise through media interaction to stimulate public debate. As part of the organization-wide Institutional Leadership Team, the director serves as a key contributor to the development of NRGi's global agenda and the evolution of the field, and represents NRGi in global events and initiatives.
- **Identifying key partnerships.** The director identifies and cultivates strategic partners locally, regionally and internationally to advance our collective aims. They build additional networks, foster collaboration and develop strategic opportunities to advance NRGi's mission.
- **Fundraising and donor relations.** The director engages with a variety of donors with programs in Africa, ensuring a strong pipeline of funding and sufficient resource mobilization for our growing ambitions in the region. Working closely with NRGi's development team, the director identifies potential sources of support, develops new proposals and contributes to donor reporting.
- **Advancing advocacy.** The director conducts international, national and regional advocacy to promote good governance in the extractive industries, including by pursuing sector-specific reforms in target countries and engaging with regional and global bodies to support and institutionalize transparency standards.
- **Team building and management.** The director manages the Africa team, which includes three sub-regional managers, program officers, economists, lawyers and governance experts, as well as operational and communications support. The director supervises and builds this team of nearly 30 to undertake their roles and hold them accountable for country and regional performance objectives.



Candidate Specification

Experience and expertise

- **Leadership.** Minimum ten years of experience in senior positions advancing good governance, economic justice, public participation, natural resource policy, energy and/or climate mitigation/adaptation, with an emphasis on external representation and strategic thinking. Experience interacting with heads of state and senior leaders in civil society, government, industry, multilateral institutions, regional bodies, and multi-stakeholder initiatives.
- **Technical knowledge.** Strong understanding of natural resource governance and of the complex ecosystem that results in resource-rich countries failing to achieve sustainable development. Relevant knowledge in petroleum and mining sectors and/or public financial management is desirable.
- **Regionally relevant expertise.** Experience working in sub-Saharan Anglophone and Francophone Africa at regional and national levels, including in NRGi's target countries, and strong understanding of governance reform strategies in an African context.
- **Fundraising and donor relations.** Track record of effective fundraising and building progressively stronger donor relations.



Candidate Specification

Skills

- **Management.** Demonstrated exceptional management skills, including program design and implementation, monitoring and evaluation and promoting innovation.
- **Leadership and staff development.** Proven thought leadership and effective team building skills. Ability to manage a diverse team of highly-skilled experts while adapting to their needs, supporting professional growth and maintaining strong morale.
- **Effective communications.** Ability to communicate effectively with diverse audiences, including public speaking. Proven track record of media interaction, ideally with complementary experience in deploying messages and engaging audiences through social media.

- **Strategic planning.** Demonstrated skills in setting strategy in partnership with senior management; ability to think conceptually and strategically with a long-term horizon.
- **Personal attributes.** Strong alignment and commitment to advance NRGi's values of integrity, impact, passion, rigor and collaboration. Humility, creativity, ambition and vision.
- **Language skills.** Strong preference for a candidate who is fluent in both English and French.

Qualifications

Graduate degree in relevant field (political science, economics, environmental management, finance/accounting, law, or international affairs) preferred.



How to Apply

To apply, please submit a CV and covering letter, detailing how you fulfil the role description and personal specification to <https://candidates.perrettlaver.com/vacancies/> quoting reference **5525**. The deadline for applications is **9am GMT, Friday January 28th, 2022**.

Perrett Laver will conduct a search process in parallel with the public advertisement of the role. Longlisted candidates will be invited to interview with Perrett Laver in February 2022 and the Selection Panel will subsequently meet to decide upon a final shortlist for the post in early March. Shortlisted candidates will be invited for interviews with NRGi in March and April.

The location is flexible and possible locations include: the Democratic Republic of the Congo, Ghana, Kenya, Nigeria, Senegal and Tanzania. Salary is commensurate with the seniority of the experience and the location. The modality of employment will be contingent upon where NRGi is registered.

NRGi is an Equal Opportunity Employer. NRGi considers all applicants based on merit without regard to race, gender, sex, color, national origin, religion, sexual orientation, gender identity, age, marital status, veteran status, disability or any other characteristic protected by applicable law.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in. As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy/>



Photo credits

Cover: Lucian Coman/SHUTTERSTOCK. **2:** Daniel Veigel for NRG. **3:** UN Women for Flickr. **4:** SOCAR for Flickr | UN Women for Flickr
5: UN Women for Flickr. **6:** CIFOR for Flickr | John Cairns for NRG. **7:** John Cairns for NRG | Daniel Veigel for NRG.
8: John Cairns for NRG | DFID UK Department for International Development for Flickr. **9:** John Cairns for NRG Fairphone for Flickr.
10: Daniel Veigel for NRG | UN Women for Flickr. **11:** Daniel Veigel for NRG. **12:** Daniel Veigel for NRG | UN Women for Flickr.
Back page: AS Photostudio/SHUTTERSTOCK.



AMERICAS ASIA PACIFIC EMEA

332 South Michigan Ave
Chicago, IL
60604
USA
t: + 1 (312) 667 4511