

Employment Opportunities

The Energy and Water Utilities Regulatory Authority (EWURA) is an independent, world class regulatory authority responsible for licensing, tariff regulation and quality of service regulation of the electricity, water, petroleum and natural gas sectors. EWURA has the following vacancies for which suitably qualified Tanzanian citizens are invited to apply.

1. ELECTRICITY DIVISION

Post Title: Director of Electricity – One Post
Duty Station: EWURA Head Office – Dar es Salaam
Reports to: Director General

Director of Electricity will be responsible for supervision of technical and commercial aspects in electricity subsector in order to increase efficiency in the availability of regulated services.

Main Duties and Responsibilities:

- i) To oversee effective and efficient application of provisions of the Electricity Act in order to ensure technical, commercial and environmental aspects of electricity sector are in conformity with provision of the Act and good industry practices.
- ii) To ensure, in liaison with cross-cutting Divisions, optimal provision of economic, technical, licensing, safety and environmental inputs to regulate and control the supply of electricity.
- iii) To ensure the process of reviewing, issuing, renewing and revoking licences for electricity generation, transmission, distribution, supply, systems operations, cross-border trade, physical and financial trade in electricity and electrical installation is carried out in accordance with the Act and accepted standards.
- iv) To monitor and measure licensees' performance and compliance with the Act and enforce safety aspects of electricity supply.
- v) To advise the Government on matters relating to security of supply.
- vi) To ensure the process of reviewing, issuing, renewing and revoking licences for electricity generation, transmission,

distribution, supply, systems operations, cross-border trade, physical and financial trade in electricity and electrical installation is carried out in accordance with the Act and accepted standards.

- vii) To monitor and measure licensees' performance and compliance with the Act and enforce safety aspects of electricity supply.
- viii) To monitor the performance of the regulated sectors in relation to levels of investment, availability, quantity and standard of services.
- ix) To promote least-cost investment and security of supply for the benefit of consumers.
- x) Prepare and submit sector reports as per the Electricity and EWURA Acts.
- xi) To coordinate regulatory cooperation with other competent authorities and relevant key players in the private sector.
- xii) To maintain good working relationships with other divisions and units as well as external stakeholders.
- xiii) To ensure Energy efficiency programmes are established and implemented according to policy
- xiv) To ensure technical Audits and plant tests are carried out as per good industry practices
- xv) To participate in policy formulation process for importing and exporting electricity
- xvi) To ensure adequate capacity building in the division in terms of personnel and working tools.
- xvii) To effectively administer all resources allocated to the Division, including offering technical and operational support to members of staff in the Division.
- xviii) To undertake any other duties as assigned by the Director General

Academic Qualifications and Experience

The ideal candidate for this position should have the following qualifications and experience:

- i) Possession of Degree in Electrical Engineering from a recognized University.
- ii) Possession of Masters Degree or post graduate qualifications in the field or others such as Business Administration.
- iii) Knowledge and Competence in Information and Communications Technology (ICT) application.

- iv) Possession of at least eight (8) years work experience in electricity industry, three (3) of which should be in senior management level
- v) Possession of knowledge on Electricity Regulations will be an added advantage.

2. REGULATORY ECONOMICS DIVISION

Post Title: Principal Financial Analyst – One Post
Duty Station: EWURA Head Office – Dar es Salaam
Reports to: Manager, Financial Analysis and Modeling

Principal Financial Analyst will be responsible for carrying out the financial analysis matters to the regulated sectors under the supervision of Manager, Financial Analysis and Modeling.

Main Duties and Responsibilities:

- i) To support the process of collecting and analyzing financial data in respect of Regulated Sectors.
- ii) To support the process of monitoring financial performance.
- iii) To support development and implementation of financial models to cater for specific agendas.
- iv) To participate in tariffs/prices setting and/ or review conditions to operators in the Regulated Sectors in order to institute financial discipline and efficiency
- v) To effectively supervise and guide members of staff reporting on the job.
- vi) To undertake any other duties as assigned by the supervisor.

Academic Qualifications and Experience

The ideal candidate for this position should have the following qualifications and experience:

- i) University degree in finance, accountancy, economics or statistics from a recognized university;
- ii) Masters degree or postgraduate diploma in finance, economics or business administration;
- iii) Knowledge and Competence in Information and Communications Technology (ICT) applications;

- iv) Possession of Accountancy profession such a CPA(T) or ACCA shall be an Added advantage; and
- v) At least six (6) years working experience in relevant field.

Post Title: Senior Economist – One Post

Duty Station: EWURA Head Office – Dar es Salaam

Reports to: Principal Economist

Senior Economist will be responsible for carrying out economic analysis to regulated sectors to ensure efficiency in regulated services under the supervision of Principal Economist.

Main Duties and Responsibilities:

- i) To participate in the process of coordinating and monitoring of market competition trends in view of the Regulated Sectors;
- ii) To participate in development and implementation economic models to cater for specific agendas;
- iii) To participate in monitoring of market competitiveness in the regulated sectors;
- iv) To participate in monitoring of performance of the Regulated Sectors in terms of level of investment, availability of Regulated Services, cost of services and level of efficiency in production and distribution of the required services;
- v) To participate in tariffs/prices setting and/ or review and enforce condition to operators in the Regulated Sectors in order to institute financial discipline and efficiency;
- vi) To participate in benchmarking utilities' performance over time with one another or peers to assess their productivity, indirect costs, return and growth, utility staffing, funding from development partners;
- vii) To undertake any other duties as assigned by the supervisor.

Academic Qualifications and Experience

The ideal candidate for this position should have the following qualifications and experience:

- i) Bachelors Degree in economics from a recognized university;
- ii) Knowledge and Competence in Information and Communications Technology (ICT) applications; and

- iii) Not less than five (5) years work experience in the relevant field in any of the regulated sectors.

3. LEGAL SERVICES DIVISION

Post Title: Legal Officer (Legal Services) – 1 Post

Duty Station: EWURA Head Office – Dar es Salaam

Reports to: Senior Legal Officer- Legal Services

Legal Officer will provide assistance in the interpretation of legal instruments

Main Duties and Responsibilities:

- i) To participate in interpretation of all regulatory legislation and other legal documents;
- ii) To assist in preparing the Authority's representation in matters of litigation;
- iii) To follow up on implementation of laws, regulations, rules, contracts, agreements and other legal instruments, including to assist in providing legal advice on internal matters such as Human Resources, procurement and contracts for goods and services entered into by the Authority;
- iv) To provide inputs to research on legislation and other legal aspects pertaining to regulated sectors and the role and functions of the Authority;
- v) To participate in provision of legal inputs and advice to and settle consumer complaints as well as from regulated suppliers;
- vi) To participate in consumer complaints hearing sessions;
- vii) To participate in drafting various legal instruments;
- viii) To effectively supervise and guide members of staff reporting on the job; and
- ix) To undertake any other duties as assigned by the supervisor.

Academic Qualifications and Experience

The ideal candidate for this position should have the following qualifications and experience:

- i) Possession of University degree in laws (LL.B) from a recognized university;
- ii) Possession of a certificate from law school is required;
- iii) Admission to the Bar will be an added advantage;

- iv) Possession of Knowledge and Competence in Information and Communications Technology (ICT) application;
- v) No prior work experience is required but possession of work experience in related fields will be an added advantage.

4. CORPORATE AFFAIRS DIVISION

Post Title: Senior Accountant – 1 Post

Duty Station: EWURA Head Office – Dar es Salaam

Reports to: Principal Accountant

Senior Accountant will responsible for overseeing prudent management of the Authority's financial resources and proving support in preparation of financial reports.

Main Duties and Responsibilities:

- i) To participate in the process of support in ensuring timely and effective provision of financial services to the Authority.
- ii) To participate in monitoring of financial expenditure as per approved budget, procedures and policies.
- iii) To participate in overseeing establishment and application of systems and procedures for finance.
- iv) To participate in ensuring that all approved and normal operations pertaining to finance are carried out on time and according to approved budget.
- v) To participate in overseeing prudent management of the Authority's resources, including to keep records on their utilization.
- vi) To participate in preparation of time-based reports on financial performance.
- vii) To participate in preparing annual financial statements and provide required support to external auditors.
- viii) To participate in controlling, applying and monitoring routine finance functions.
- ix) To participate in monitoring and controlling all receivable accounts.
- x) To effectively supervise and guide members of staff reporting on the job.
- xi) To undertake any other related duties as assigned by the supervisor.

Academic Qualifications and Experience

The ideal candidate for this position should have the following qualifications and experience:

- i) University Degree/ Advanced diploma majoring in accounting or finance from a recognized higher learning institution;
- ii) Certified Public Accountant, CPA (T) or ACCA and must be registered with the National Board of Accountants and Auditors (NBAA).
- iii) Knowledge and Competence in Information and Communications Technology (ICT) application, and familiarity with one of the accounting software;
- iv) A good knowledge of International Financial Reporting Standards (IFRS) and Public Sector Accounting and Reporting Principles; and
- v) Not less than five (5) years work experience in relevant fields.

Personal Attributes

In addition to the above skills and qualifications, applicants for the above positions are required to have the following attributes:

- a) A very high level of integrity, honesty and sense of responsibility;
- b) Ability to work under pressure and produce expected results;
- c) Ability to work in a dynamic team;
- d) Ability to self manage, achieve results and meet deadlines; and
- e) Willingness to work beyond the call of duty.

Tenure and Remuneration

- a) A competitive salary will be offered to the right candidates for the posts.
- b) EWURA is an equal opportunity employer.
- c) Staff will be employed on 5 years renewable contracts.

Mode of Application

Signed application letter with Curriculum Vitae (CV) including e-mail address or day time contact telephone number, together with photocopies of

certificates, academic transcripts, one passport size photo and names and contacts of three referees should be addressed to reach the under-mentioned by **18th April 2016**.

Only short listed candidate meeting the above criteria will be invited for interview. Lobbying and canvassing for employment will not be entertained and may work to the candidate's disadvantage.

Application letter should be addressed to:

**The Director General,
Energy and Water Utilities Regulatory Authority (EWURA)
7th Floor, LAPF Pension Fund Tower,
Opposite Makumbusho Village, Kijitonyama,
P O Box 72175
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