SOGESART

TERMS OF REFERENCE (TOR)

Head of Finance and Debt Management Division

Type of Contract: Indefinite term

Background

The Sambangalou Energy and Transmission Network Management Company (SOGESART) is an inter-State public company of the Gambia River Basin Development Organisation (OMVG). It is responsible for the management, operation, maintenance and optimisation of the hydroelectric facilities and transmission network infrastructure forming part of the assets of the OMVG Energy Project.

SOGESART was established on 29 January 2016 in Addis Ababa, Ethiopia, by the OMVG Member States (The Gambia, Guinea, Guinea-Bissau and Senegal). The Company became operational in June 2025 following the appointment of its governing bodies.

SOGESART's operational success depends on the effective structuring of its human resources and internal organisation. In this regard, its three-year recruitment plan is being implemented in a phased manner to support its deployment and operational effectiveness. It is within this framework that SOGESART is recruiting a Head of Finance and Debt Management Division.

Reporting Line

The Head of Finance and Debt Management Division shall report to the Director of Finance and Accounting.

Key Duties and Responsibilities

The Head of the Finance and Debt Management Division coordinates, plans and supervises the Company’s financial, budgetary, treasury and debt management activities. The postholder ensures the mobilisation of financial resources, the sustainability of the Company's financial commitments, compliance with financial procedures and the requirements of technical and financial partners. He/She contributes to the Company's financial performance by producing reliable financial information and supporting informed decision-making.

In this capacity, the successful candidate shall, in particular:

- Plan, coordinate and supervise the activities of the Finance and Debt Management Division;
- Supervise treasury operations and monitor financial cash flows;
- Oversee the consolidation of financial data from the Company's various organisational units;
- Monitor the financial contributions of the Member States and propose the measures required to facilitate their mobilisation;
- Develop and propose financing strategies tailored to the Company's needs;

- Contribute to financial negotiations relating to financing arrangements and investment operations;
- Monitor financing agreements concluded with technical and financial partners;
- Ensure compliance with contractual commitments and financing conditions set out in financing agreements;
- Monitor loan repayment schedules and debt servicing;
- Monitor the Company's financial commitments and ensure their proper execution;
- Identify financial risks and propose appropriate preventive and mitigation measures;
- Participate in the preparation, implementation, monitoring and evaluation of operating and capital budgets, in collaboration with the Budget Control Manager;
- Ensure compliance with financial procedures, accounting standards and internal control systems;
- Ensure that financial operations comply with the requirements of funding partners;
- Participate in the preparation of internal and external audits and monitor the implementation of audit recommendations;
- Contribute to strengthening financial governance mechanisms;
- Develop financial commitments and debt monitoring tools;
- Prepare periodic financial reports and management reports for Senior Management and the governing bodies;
- Prepare strategic financial dashboards in collaboration with the Budget Control Manager and the Head of Accounting Division;
- Conduct financial analyses and formulate recommendations to improve the Company's financial performance;
- Keep Management regularly informed of the Company's financial position, treasury, debt profile and financial risks;
- Produce all financial information required to support decision-making;
- Perform any other duties within the scope of the position as assigned by management.

Required skills and qualifications

Candidates must possess:

- A Master's degree (Master's level/Bac+5) in Finance, Accounting, Management, Economics, Audit or a related field;
- At least seven (7) years of relevant professional experience in finance, accounting, budget management or debt management;
- Proven experience in the financial management of projects or international or sub-regional organisations;
- Experience in team management;
- Excellent knowledge of financial and budget management;
- Good knowledge of public debt management and international financing;
- Sound knowledge of donor procedures;
- Good knowledge of accounting standards and internal control systems;
- Proficiency in financial analysis and treasury management tools;
- Proficiency in financial software and Microsoft Office applications (particularly advanced Excel);
- Excellent analytical, synthesis and report-writing skills;
- Excellent command of at least one of the official languages of OMVG (English, French or Portuguese); proficiency in a second official language will be considered an asset;
- Leadership and strong management skills;
- Professional integrity and attention to detail;
- Strong organisational and planning skills;
- Negotiation skills;
- Discretion and respect for confidentiality;

- Initiative and results-oriented approach;
- Ability to work effectively in a multicultural and multilingual environment.

Other Applicable Conditions

Candidates must:

- Be nationals of an OMVG Member State;
- Be no more than fifty-five (55) years of age;
- Be capable of working in a multicultural and multidisciplinary environment;
- Be willing to undertake missions within the Member States of the Organisation.

SOGESART is an equal opportunity employer and strongly encourages applications from qualified women.

Duty Station

The position is based at the SOGESART Headquarters, located in Kaporo Centre, Commune de Ratoma, Conakry, Republic of Guinea. As part of the Company's future development, the successful candidate may be assigned, on either a temporary or permanent basis, to any subsidiary or entity that SOGESART may establish in the Republic of Guinea or in any other OMVG Member State, in accordance with the provisions governing SOGESART staff and, where applicable, by an amendment to the employment contract.

Application file

Applications shall include:

- A cover letter;
- A detailed curriculum vitae (maximum five pages);
- Certified true copies of academic qualifications and employment certificates;
- A certified true copy of a valid passport or national identity card;
- One (1) recent passport-sized photograph;
- The contact details of three (3) professional referees.

Submission and Closing Date

Applications must be submitted by e-mail no later than **6 September 2026** to: **recrutements_sogesart@omvg.org** with the subject line: "Application – Head of Finance and Debt Management Division (SOGESART – Conakry)"

Only shortlisted candidates will be contacted.

SOGESART reserves the right not to proceed with this recruitment process or to amend it without prior notice or justification.