SOGESART

TERMS OF REFERENCE (TOR)

Head of Transmission Network Operations, Monitoring and Control 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 the Transmission Network Operations, Monitoring and Control Division.

Reporting Line

The Head of Transmission Network Operations, Monitoring and Control Division shall report to the Director of Operations Control and Monitoring.

Key Duties and Responsibilities

The Head of Transmission Network Operations, Monitoring and Control Division shall be responsible for operational monitoring, dispatching coordination and control of the interconnected transmission network in order to ensure the reliability, stability and security of the power system, as well as continuity of electricity supply throughout the OMVG network.

In this capacity, the successful candidate shall:

- Coordinate the management of operation and maintenance contracts and software licences;
- Lead and coordinate multidisciplinary technical teams;
- Monitor compliance with operation, maintenance and technical safety procedures;
- Coordinate exchanges with dispatch centres and stakeholders;
- Supervise and coordinate teams of operators deployed at substations and dispatch centres;
- Ensure the application of the general operating principles of the OMVG interconnected network;
- Ensure compliance with the WAPP Grid Code, as well as emergency rules and procedures;

- Participate in the operational planning and maintenance of the high-voltage transmission network;
- Contribute to the updating of technical databases, plans, drawings and transmission network master plans;
- Contribute to the maintenance of the database information system;
- Oversee Level 1 and Level 2 maintenance of the dispatch centres' IT equipment;
- Ensure the continuity, stability and reliability of the power network;
- Supervise transmission network operations in real time;
- Coordinate operational responses to incidents and system disturbances;
- Analyse network performance and operational data;
- Ensure compliance with safety standards, operating procedures and operating instructions;
- Contribute to risk management and emergency response arrangements;
- Participate in WAPP operational network planning activities;
- Prepare technical reports and operational recommendations;
- Validate the preparation of cross-border energy exchange statements and OMVG network transit reports;
- Review operation and maintenance reports submitted by the transmission system operator;
- Contribute to technical reports on the analysis of the reliability and security of the WAPP network;
- Monitor the billing of transmission services provided to the national electricity utilities and OMVG network users;
- Verify OMVG transmission service invoices issued by WAPP;
- Perform any other duties within the scope of the position as assigned by management.

Required skills and qualifications

Candidates must possess:

- An Engineering degree (Master's level/Bac+5) in Electrical Engineering, Electromechanical Engineering or an equivalent discipline;
- A degree in management, finance, economics or environmental management would be an asset;
- At least seven (7) years of relevant professional experience in the management, operation and maintenance of 225 kV high-voltage transmission networks;
- Proven experience in the operation and maintenance of 225 kV high-voltage transmission network equipment;
- Proven experience in the operational control of 225 kV high-voltage transmission systems;
- Thorough knowledge of transmission system operation and transmission network operating rules;
- Good knowledge of high-voltage electricity transmission network operating procedures covering transmission lines, substations and Dispatching/SCADA systems;
- Good knowledge of regional transmission grid codes (WAPP), regional electricity market rules, operational reliability standards and cybersecurity requirements applicable to critical infrastructure;
- Ability to lead and coordinate multidisciplinary technical teams;
- Strong analytical, decision-making and coordination skills;
- Ability to manage operational incidents under pressure;
- Strong operational discipline and technical responsiveness;
- 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 organisational and coordination skills;
- High professional standards and attention to detail;

- Responsiveness and problem-solving skills;
- Discretion and respect for confidentiality;
- Availability;
- 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 Transmission Network Operations, Monitoring and Control 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.