



## SELECTION NOTICE FOR THE POST OF DIRECTOR OF THE ASR

**Organization:** The African Capacity Building Foundation (ACBF)

**Department:** Programs & Impact - African School of Regulation (ASR)

**Position Title:** Director of the ASR

**Job Grade:** AC10/1 according to Article 39 of the Staff Regulations of the African School of Regulation.<sup>1</sup>

**Reference Number:** ASR/DIR/2025/01

**Duty Station:** Accra, Ghana, open to African citizens only. The ASR Director shall be available to travel within or outside Africa for brief periods of time.

### Background/Job Purpose

The ASR aims to be a centre of excellence in energy policy and regulation, providing practical skills built on a solid foundation, promoting independent discussion and knowledge exchange, conducting applied research to address emerging challenges, and providing a repository of resources and policies to achieve sustainable, reliable and affordable energy in Africa. ASR's work is based on lessons learned and technical insights from actual experiences of regulatory implementation in African countries, as well as international best practices adapted to the African context.

The target audience for ASR's activities are regulators, policy makers, academics, energy users, staff of utilities, mini-grid developers, solar home systems companies, consultants, investors, financial institutions and all other stakeholders working in the energy sector. Past activities include ASR's flagship course 'Power Sector Regulation in Africa', virtual conferences on regulatory topics, in-person policy dialogues, webinars, podcasts and 'ASR Talks' with sector experts, demonstrating ASR's ability to design and deliver high impact, relevant training programmes.

The ASR is looking for an individual with a clear vision and commitment to lead the ASR by defining the school's training and research activities, guiding its development towards a mature status, and establishing the ASR firmly among other organisations in the African energy context.

This position offers a unique opportunity to shape ASR's training and events, to support professional growth, disseminate knowledge in the African regulatory landscape and make an impact in the African energy sector.

---

<sup>1</sup> [ASR Staff Regulations](#)

## **Job description**

The main responsibilities of the Director are:

- i) Represent the ASR vis-à-vis the ASR host institution and other organisations and, where necessary, make commitments binding on the ASR with the prior approval of the ASR Managing Board.
- ii) Establish and maintain collaborations with academic institutions and others willing to participate in or fund ASR activities.
- iii) Plan and coordinate the content of ASR activities, ensuring their relevance to the African energy sector and their implementation, guaranteeing a high-quality level.
- iv) Organise fundraising for the ASR with the support of the entities cooperating with the ASR.
- v) Recruit the necessary staff for the ASR as delegated by the Managing Board, as well as appoint coordinators and trainers for the various training activities, and researchers for the projects.
- vi) Define the organisation and management of the ASR and its staff to be proposed to the Managing Board for approval.
- vii) Prepare the medium and long-term plans for the ASR and the corresponding budgets, submitting them to the ASR Managing Board for approval and supervise their implementation.
- viii) Act as Secretary of the Managing Board, implementing its decisions.
- ix) Organise and support the work of the Advisory Committee, the Academic Committee and the Funders Committee, as required and/or defined in their respective rules of procedures.

## **Qualifications and experience**

The ASR Director must

- i) be a citizen of an African country, with professional experience developed in the African region,
- ii) have a level of education which corresponds to either<sup>2</sup>:
  - a. completed university studies attested by a doctoral degree in engineering, economics, law or equivalent and a minimum of 15 years of relevant professional experience; or
  - b. completed university studies attested by a master degree in engineering, economics, law or equivalent and relevant professional experience of at least 20 years.
- iii) have excellent command of English or French and good communication skills. A good working level of English is required to function in the ASR, particularly in writing.

---

<sup>2</sup> Point (ii) is established in Article 6 (3) (c) of the "[ASR Staff Regulations](#)"

Knowledge of other major languages spoken in Africa is not a requirement, but it is an advantage.

The following selection criteria will be taken into account:

- iv) Familiarity with and high-level contacts in regulatory authorities, ministries of energy, regulatory departments of energy utilities or other energy-related companies, and development institutions at national, regional and international levels in the African region. Wide recognition in the energy sector.
- v) Proven “institutional capacity” (*i.e., building sustainable organisations*) and ability to manage organisations and to lead teams, including experience in fundraising at all levels.
- vi) Regulatory experience in the energy sector (preferably in Africa). Any significant contribution in this area, regarding modifications or development of new regulatory instruments, or their implementation, will be positively valued.
- vii) Experience in education, having been involved in training activities, both face-to-face and online.
- viii) Experience with the private sector business culture.
- ix) Strong motivation for the development of the ASR. Energetic and hardworking.

## **Contract**

Appointments at the ASR are made for an initial period of up to three years, renewable for subsequent additional periods of up to two years. Renewals after five years from the initial appointment shall be for an indefinite period.<sup>3</sup>

The selected candidate will serve a probationary period of nine months as part of the initial 3-year contract. The contract will be confirmed after the successful completion of the probationary period.

The ASR reserves the right to terminate the contract at any point in time. The termination conditions, as well as other contract provisions are established in the “ASR Staff Regulations”.

## **Remuneration**

The Director's remuneration package includes an annual basic salary of USD 121,310.00 paid tax-free in Ghana, plus an allowance amount that depends on personal circumstances.

## **About the African Capacity Building Foundation**

The African Capacity Building Foundation (ACBF), established in 1991, is dedicated to building human capital and institutional capacity across Africa. With 40-member states and international partners, ACBF has trained over 50,000 personnel in key public sector positions, established think tanks, and conducted pivotal policy research, cementing its

---

<sup>3</sup> According to Article 5(4) of the [“ASR Staff Regulations”](#).

position as Africa's foremost institution for capacity development. The current ACBF strategy (2023-2027) prioritizes Climate Change and Energy, Agribusiness, Trade, and Governance.

### **About the African School of Regulation (ASR)**

The ASR is focused on building local capacity in energy regulation, advancing sound regulatory practices, and promoting a collaborative dialogue among regulators, policymakers, academics, and other energy stakeholders. Inspired by similar initiatives like the Florence School of Regulation, the ASR is designed to help African countries build a sustainable energy sector. The ASR is currently being hosted by the ACBF in its regional office in Accra, Ghana.

For more information, visit the ASR website: [ASR Home Page](#).

### **How to apply**

Send your CV and letter of motivation to [recruitment@africanschoolregulation.org](mailto:recruitment@africanschoolregulation.org). Please mention the job title (ASR Director) and reference number ASR/DIR/2025/01, in the subject line of your email when submitting your application.

If you are interested in this position and need some clarification or additional information about the requirements of the job and the selection process you may contact the Selection Committee by email [at recruitment@africanschoolregulation.org](mailto:at_recruitment@africanschoolregulation.org) and you will receive an answer by email. Direct contact with members of the Selection Committee might lead to disqualification. All information concerning the process will be kept confidential and will only be available to the Selection Committee.

The deadline for reception of applications is 11 April 2025, at noon GMT.

A small group of candidates will be invited to online interviews during the weeks of 28 April and 5 May 2025.

A very short list of candidates will be invited for in person interviews in Accra during 20 and 21 May 2025. A final decision will be announced shortly afterwards.

The ASR reserves the right not to proceed with any appointment as a result of the procedure being launched with this selection notice or to suspend or terminate such a procedure at any time without having to justify such decisions.