



JOB VACANCY: All On Hub Manager

LOCATION: Lagos, Nigeria. **Application Deadline:** 13th January 2020

About All On

Nigeria has a 175,000MW power gap and an estimated 28 million households and 11 million SMEs that are either off the National grid or receive less than four hours of power per day. This amounts to 120 million people living without access to reliable and affordable power.

Addressing the access-to-energy challenge in Nigeria requires a combination of both the traditional large-scale power generation approaches and distributed power innovations that are small scale, low cost, and quick to market.

All On Partnerships for Energy Access ('All On') was established by Shell as an independent impact investing fund to work with partners to increase access to commercial energy products and services for the under-served and un-served off-grid markets in Nigeria, with a special focus on the Niger Delta.

All On builds value-driven local and international partnerships to help scale business models. All On seeks both financial returns and social impact - to provide and/or improve access-to-energy for millions of households and SMEs.

If you would like to learn more about All On, please visit website: <https://www.all-on.com/>

What will you do?

POSITION SUMMARY

The All On Hub Manager is a senior level position with overall responsibility for the All On Hub. This responsibility involves setting up and running the All On Hub which is a facility to support the development of a pipeline of investable, scalable and sustainable off-grid energy businesses in Nigeria, and creating the ecosystem to nurture growth of the clean energy sector. You will be responsible for the strategic direction, management and operations of the Hub.

In this interesting and challenging role, you will make an impact by helping the Hub-supported energy access businesses effectively address their gaps and challenges and prepare them for scaling.

POSITION RESPONSIBILITIES

1. Hub management:

- a. Oversee the strategy, planning, and operations of the Hub;
- b. Drive the execution of the Hub's three-year operational plan according to delivery timeline and budget;
- c. Build and lead the Hub team comprised of 3 direct reports;
- d. Coordinate with the All On Investment, Policy & Partnerships and Communication teams to maximize organizational synergy;

2. Business support:

- a. Overall:

- i. Lead quarterly business reviews of all Hub businesses;
 - ii. Manage the contract and support services provided by the multi-discipline professional service firms, including finance, HR, commercial, communications, and other functional areas;
 - iii. Develop and manage (with support from Legal) agreements with the Hub supported businesses with respect to confidentiality, Intellectual Property protection etc.;
 - b. Ideation:
 - i. Manage the relationships with selected incubation hubs and review performance against targets;
 - ii. Participate in the selection process for ideation stage businesses;
 - iii. Identify and coordinate broader support opportunities for the selected businesses;
 - c. Angel:
 - i. Oversee the execution of the annual All On/USADF Challenge;
 - ii. Provide structured support to businesses selected through the Challenge;
 - d. Growth and Market Entry:
 - i. Promote the services of the Hub;
 - ii. Build network to identify potential candidates;
 - iii. Manage the application process;
 - iv. Provide structured support to selected businesses;
 - v. Manage the Hub shared working space;
- 3. Grant management:**
 - a. Serve as main point of contact with donor;
 - b. Provide all required reporting on grant progress and performance;
 - c. Maintain dialogue on potential topics of interest and opportunities for joint promotion of the All On Hub with the donor;
- 4. External focus:**
 - a. Engage with other donors and investors to leverage their existing support offerings for Hub supported businesses;
 - b. Accountable for the development and delivery of the quarterly market update sessions for the Hub supported businesses;
 - c. Lead team in the preparation and delivery of quarterly investment readiness sessions;
 - d. Manage with support from the All On Communications team the creation and promotion of the strategic narrative for the Hub supported businesses as required
 - e. Maintain an externally informed perspective and commercial mindset on business opportunities and challenges and prioritize activities that deliver value for the All On Hub supported businesses

SKILLS

- Stakeholder management, influencing and relationship building skills
- Harness creativity of others and self to generate new approaches to solve highest priority problems
- Ability to solve a wide range of problems and issues arising in early stage businesses without being a subject-matter expert
- Getting work done through others
- Manage & support decision making with incomplete data or ambiguity at times
- Understand the sources of value (how businesses make money)
- Advanced written and oral communication skills,

What we need from you:



- First degree in business administration, accounting, finance, mathematics, strategy, communications, or economics from a reputable tertiary institution. Advanced degree a plus
- 5-10 years of Incubation hub management, investment management, consulting or Big 4 experience beneficial
- Prior incubation and/or acceleration hub or startup experience extremely beneficial
- Experience in the energy access sector including working within an energy company – specifically businesses delivering decentralized renewable energy solutions (e.g. solar home systems and mini-grids) would be beneficial
- Track record of leadership and consistently delivering high-impact business value
- Passion for closing the energy access gap in Nigeria and dedication to providing support to the businesses that will lead this objective
- Advanced written and oral presentation skills with well laid out, easily understood analysis and presentations
- High capacity to understand supported businesses’ immediate and long-term needs, with focus on delivering innovative solutions
- High energy style, flexible and adaptive, with the ability to work well in a fast-paced environment
- Stakeholder engagement and relationship building skills which are used to achieve results by influencing and motivating others
- Articulately communicate information and adapts effectively to the audience. Communicate with clarity and confidence
- Experience of working in or with small businesses Nigeria

What we offer you:

- At All On we're committed to investing in career development, providing a platform from which suitable candidates can deliver, create substantial impact, and advance professionally with a fast-growing organization.
- All On is a company with shared values. Honesty, integrity and respect for people are integral to everything we do. The company places the highest possible value on the diversity of our people and our inclusive approach.
- A chance to make a social difference towards increased access to affordable, reliable and sustainable energy access in Nigeria.
- Remuneration: Competitive based on experience
- Health care for self and immediate family
- A culture of learning and innovation
- Interaction with industry leaders and forward-thinking people

How to apply

- Send cover letter & resume to: All-On-Reception@all-on.com
- Subject of mail: **Application for All On Manager Position**

Kindly note that we will give careful consideration to all applications and review details against the position criteria. Considering the high number of applications, we will be unable to respond to each application.

If no response is received by **31st January 2020**, kindly consider your application unsuccessful.