



## **Vacancy Announcement** **Director, Technology and Innovation**

<b>Publication Date:</b>	<b>15 September 2020</b>
<b>Deadline for Application:</b>	<b>31 December 2020</b> (at midnight IST)
<b>Title and Grade:</b>	<b>Director – Technology and Innovation</b> <b>P4/P5</b>
<b>Indicative Annual Salary:</b>	<b>USD 73,512 – USD 88,162</b> <b>(base salary <i>per annum</i>) and other benefits[1]</b>
<b>Post Adjustment for Delhi:</b>	<b>USD 24,180 – USD 29,005 (current <i>per annum</i>)</b>
<b>Duration of Appointment:</b>	<b>One year, with possible extension up to a maximum of 9 years</b>
<b>Duty Station:</b>	<b>Gurgaon, Haryana, India</b>
<b>Expected Date for Entry on Duty:</b>	<b>As soon as possible</b>

The International Solar Alliance is an inter-governmental organization headquartered in Gurgaon, India. The vision and mission of the International Solar Alliance is to provide a dedicated platform for cooperation among countries where the global community, including bilateral and multilateral organizations, corporates, industry, and other stakeholders, can make a positive contribution to assist and help achieve the common goals of increasing the use of solar energy in meeting energy needs of ISA Member Countries in a safe, convenient, affordable, equitable and sustainable manner.

The Director, Technology and Innovation will report directly to the Director-General and lead a team of four (4) professional and several administrative staff members. The Director will be responsible for providing expert advice, developing policies, and conceptualizing, planning, designing, use of global best practices and their implementation with adaptation of Latest Technologies across the ISA member countries under Article 11(3)(4). S/He will work closely with Director of Programmes and Director of Resource Mobilization.

The Director will be responsible for the following areas:

His/her main task will be the knowledge and content creation by:

- collecting information on technology and innovation and how it is being implemented
- setting up and coordinating ad-hoc expert groups to develop and release guidelines and recommended practices on most aspects of project implementation
- preparing master documents (templates) for the setting up of project proposals
- enabling the performance assessment of existing projects and programmes

Beyond these core activities, he or she will also be responsible for the following areas:

1. Leading outreach with member countries (through National Focal Points and other officials) as well as with non-member countries, including through regular video- and/or tele- conferencing
2. Lead in formulation of R&D policies, ISA certificates and compile demand aggregation.
3. Will come up with innovative ideas to cut down cost of capital and technology
4. Contribute to a portfolio of ISA Guidelines and Standards for solar goods and services in an inclusive and participative manner.
5. Establish a Global Task Force on R&D to address technological needs of Member Countries with respect to the allocated programmes.
6. Cross-cutting strategic advice:
  - a. Work closely with NFPs/CPs to establish and maintain a network of engaged stakeholders in Member States and technical institutions, to clearly identify needs for support and achieve ISA mandates.
  - b. Prepare a Member Country-wise R&D, STAR-C Centers and Lab infrastructure plan for next five years.
  - c. Designing, organizing, coordinating training programs for different target groups of ISA countries, for program implementation, Master solar technicians. development of quality infrastructure standards, test centers, factory and field inspectors, etc.
  - d. Any other task including some country program allocated by the Director General from time to time.
7. Provide advice, make presentations to, and respond to requests from Member States.
8. Supervise and manage the staff of the Service. Provide training, guidance and manage the performance of the team.

### **Competencies**

**Professionalism:** Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.

**Communication:** Speaks and writes clearly and effectively; able to interact with senior government and private sector leadership; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed; ability to disseminate information through online platforms, social media and traditional methods.

**Leadership:** Proven ability to lead teams of diverse staff; training and develop staff; successful counsel and conduct performance management; provide vision and direction to a team and lead the team to undertake innovative work.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

**Planning & Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

### **Qualifications**

**Education:** Advanced University degree (Master's degree or equivalent degree) in Economics, Engineering, Management including Energy Management, Solar/Renewable Energy Management, Business Administration, Public Administration, or related discipline.

**Experience:** A minimum of 12 years of professional work experience for P4 level or 15 years for P5 level in energy related field in either public sector, national government, multilateral organizations, educational institutions/universities, private sector organizations, energy industries and SMEs; and with increasing responsibility in the design and development of policies and programmes; and analysis of data and production of reports, preferably related to the renewable energy and solar sector; track record of management and leadership experience in the UN System is an advantage. Experience in resource mobilization, project formulation and direct project implementation will be valued. Preference will be given to candidates who have between five and seven years of international experience. Prior supervisory and laboratory experience is desired.

**Language and IT skills:** The role demands substantial writing and verbal communications skills. As English is the official and working language of the Organization, excellent command of both written and spoken English is required. Knowledge of other languages (e.g. French, Spanish and Arabic) would be an advantage. Satisfactory skills in Outlook, MS Office products, highly desirable.

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Qualified candidates must apply for the above mentioned vacancy on-line, through ISA's portal. Any applicants who have difficulties applying through the online portal should immediately contact the International Solar Alliance at [recruitment@isolaralliance.org](mailto:recruitment@isolaralliance.org)

The International Solar Alliance is striving to achieve gender parity at all levels as it proceeds with the recruitment of both locally and internationally recruited staff. In this regard, female candidates are strongly encouraged to apply for all positions within the organization.

ISA primarily recruits staff from its member countries. However, consideration may also be given to qualified candidates from signatory and prospective member countries irrespective of nationality. ISA strives to obtain a staff reflecting its geographical representation and diversity.

Please be advised that the International Solar Alliance reserves the right to recruit individuals at a grade one level below the advertised grade of the post. Such an arrangement would be discussed with recommended candidate/s by the interview panel prior to offer.

ISA retains the right to cancel the selection process if it is determined in the best interest of the Organization.

ISA maintains a retirement age of 65 years.

Please note that only candidates under serious consideration will be contacted for an interview and will receive notice of the outcome of the selection process.

ISA does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. Should you receive a solicitation for the payment of a fee, please disregard it. Furthermore, please note that emblems, logos, names and addresses are easily copied and reproduced. Therefore, you are advised to apply particular care when submitting personal information on the web.

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*<sup>[1]</sup> In addition to the base salary and post adjustment ISA provides: dependency allowances, rental subsidy, education grant (for up to two school aged children), annual and sick leave, health insurance (lump sum provided and staff member arranges), Pension Fund participation (lump sum payment equivalent to UN common system rates). ISA also provides for national income tax reimbursement. Hardship allowance is not included at this duty station. Please refer to ISA Rules and Regulations at website [www.isolaralliance.org](http://www.isolaralliance.org).*