Vacancy Announcement
Solar Energy Specialist

Publication Date: 16 February 2021
Deadline for Application: 31 March 2021 (at midnight IST)
Title and Grade: Solar Energy Specialist, P3 (3 positions)
Indicative Annual Salary: USD 60,962 (base salary per annum) and other benefits[1]
Post Adjustment for Delhi: USD 20,056 (current per annum)
Duration of Appointment: One year, with possible extension up to a maximum of 9 years
Duty Station: Gurgaon, Haryana, (Delhi) India
Expected Date for Entry on Duty: As soon as possible

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 solar resource rich 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.

Duties and Responsibilities
The Renewable Energy (solar) Specialist will support the ISA through the collection, analysis, and presentation of data on renewable energy(solar) needs and opportunities specifically in relation to solar energy generation. The Specialist will report to either the Director, Programme or Director, Technology and Innovation and be responsible for the identification of strategic opportunities for ISA in this sector, the negotiation of partnerships with Government and development partners, the preparation of funding proposals, organization and participation in meetings and workshops, and support to the implementation of existing projects, among other tasks.
Role and functions:
Contribute to the establishment of a strategic platform facilitating policy dialogue, transfer, and engagement for solar energy expertise in various countries/regions, including:

- Baseline/situational analysis with identification of needs and opportunities for renewable energy technologies relating to energy in specific countries/regions, analysis of political, institutional, regulatory, economic, and technological factors, identification of barriers to overcome for the expansion of solar energies.
- Comprehensive stakeholder analysis and consultations with other actors in the sector and opportunities for collaboration for ISA, including international donors with actual or potential interest in the renewable (solar) energy sector.
- Support in the drafting of a strategy for significantly expanding its engagement in the renewable energy sector for ISA.

Develop and contextualize ISA's de-risking approach and methodology for small scale solar energy (solar home kits (off-grid); mini-grids (off-grid); rooftop solar PV (on-grid)) and energy efficiency in various locations.

- Assisting government partners to address barriers to investment via a combination of policy and financial de-risking instruments and targeted financial incentives to consumers and key energy market players.
- Supporting business and entrepreneurial skills development and enhancing access to small-scale financing for renewable energy solutions.

Project development and partnerships in the renewable energy sector for ISA in conjunction with the Finance/Resource Mobilization programme

- Drafting of concept notes and full proposals
- Drafting of a resource mobilization action plan with identification of key donors and partners for renewable energy in various countries/regions.
- Organization and participation in meetings and communication with potential partners and donors;

Technical support to the implementation of projects and studies in the renewable energy sector in relation to solar energy.

- Support pre-feasibility studies, site assessments, the drafting of Terms of Reference, and other activities involved in the preparation and implementation of projects in the solar energy sector.
- Oversee and implementation of ISA strategy on solar energy generation.

The incumbent will also perform other tasks related to renewable energy and engage in support of ISA’s global and regional solar energy practice as required.

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:** Master’s degree or higher in electrical engineering, engineering, power generation/transmission, distribution, solar or renewable energy, civil engineering, or another relevant field. A first level university degree in combination with four additional years of qualifying experience may be accepted in lieu of the advanced university degree.

**Experience:** Minimum 8 years of demonstrable experience in the technical area of renewable energy systems, energy access, development infrastructure, power generation, electricity transmission and/or power distribution (on and off grid), project formulation and implementation. Candidates with a first level degree (Bachelor or equivalent) would require an additional four years of directly relevant experience.

Experience working with regional/international institutions/private sectors/donors in the sector of renewable energy will be an advantage. Field level project implementation experience is highly desirable. Preference will be given to candidates who have at least 3 years of international experience.

**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, and various ERP systems is 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.
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 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 retains the right to cancel the selection process if it is determined in the best interest of the Organization.

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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In addition to the base salary and post adjustment ISA provides: dependency allowance, rental subsidy, education grant (for up to two school going children), annual and sick leave, health insurance (in-patient, out-patient, and medicinal expenditure will be reimbursed by ISA for its staff and their dependents, excluding parents until the operationalization of the Health Insurance Policy), Pension Fund participation (lump sum payment equivalent to UN common system rates). ISA also provides for national income tax reimbursement from Tax Equalization Fund. Hard-ship allowance is not included at this duty station. Please refer to ISA Rules and Regulations at website www.isolaralliance.org.