



## **APPLICANT INFORMATION PACKAGE**

Manager Power Operations, Nauru Utilities Corporation

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## **1. Background Information on Nauru Utilities Corporation [NUC]**

The NUC is a state owned enterprise that is currently providing essential services - water, electricity and fuel - for the Nauru community. It was separated in 2005 from the former Nauru Phosphate Corporation being part of the restructuring and reforming of the mining sector. In June 2011, the NUC Act was adopted by Parliament of which defined legal obligations and accountabilities of the new corporation.

### **Our Vision**

Access to quality energy and water services adds value to economic development and improves quality of life for our community.

### **Our Mission**

To support the economic and social development of the Nauru Community through provision of safe, reliable, affordable and sustainable supply of energy and water services.

### **Our Values**

Customer focused  
Teamwork  
Safety first  
Accountability

The NUC forms one of the key sectors of the infrastructure sectors of which include ports and telecommunication. It employs one hundred and twenty three local and expatriate employees. The NUC currently serves more than two thousand customers. About 90% of electricity customers are on the prepaid (Cashpower) system.

The electricity supply for the island is generated from diesel fuel which is the biggest cost for government budget. About six million litres of diesel is burned to produce sufficient electricity to meet the island's demand. Diesel fuel for power generation has been subsidized heavily by the government of Nauru and the Australian government through its annual budget support.

Four Ruston generators and one high speed Cummins set generate electricity daily. The total capacity available is approximately 8MW and peak demand often reaches 3.3MW daily. The engines have undergone heavy repairs and maintenance work during the past five years and much of the work has been funded by AusAID. Load shedding on the island occurs due to engine breakdown.

The distribution and transmission faults are often caused by a deteriorating infrastructure including lack of maintenance. Power losses are therefore significant and the EU has committed to funding the necessary repair and upgrade of the distribution and transmission network.

Renewable energy has been a driver for fuel cost reduction and environmental benefits. A grid connected pv solar system is operated by the NUC at the Nauru College and 60 stand alone systems are distributed around the island. A wind monitoring resource project is now being funded by the EU to determine the potential for wind energy on the island. Trialing of a hydrogen unit is in the pipeline to determine fuel savings.

The NUC produces and sells water that is produced from 3 RO Units. The power requirement for the RO production is considered significant. Water is delivered to customers by three delivery tankers donated by the Government of Japan. An additional unit is proposed of which will double the

capacity of water available for the island. Ongoing initiatives include infrastructural repair to water storage tanks (C tanks and B13), further improvement to water quality system and developing local staff capacity.

Fuel for the island is receipt, stored and distributed by the NUC to private petrol station outlets. Fuel prices are set by the government. The NUC procures, stores, and distributes fuel on the island for the government.

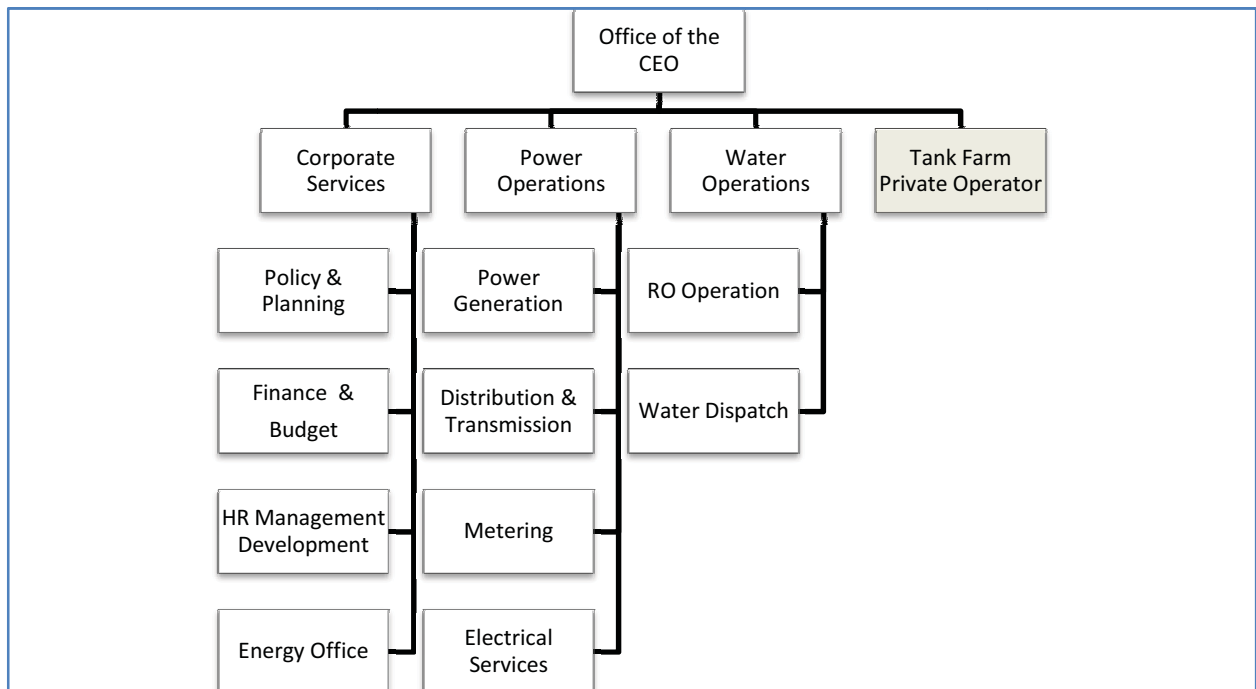
The EU has funded energy efficiency campaigns to raise awareness on the island through the Energy Office within the NUC corporate structure. The EU also has allocated funding through the EDF 10 program to refurbish and subsequently improve the energy efficiency of the power supply system.

Corporate restructuring has been ongoing and where relevant and appropriate, further reorganization of the power operations will be required to ensure efficiency is achieved in the supply chain in terms of fuel savings, non-disruptive service, loss reduction etc. A performance management system will be in place for the executive team including the Manager Power Operations. All staff will be given employment contracts and performance will be assessed annually.

## 2. Job Description

### Organization context

The organizational structure is shown below.



### **Purpose of the job**

The Power Operations Manager supports the CEO regarding the overall responsibility for the performance of the NUC power operations and related services. The objectives of the job are as follows:

- To sustain reliability and security of power supply services on the island through planned and regular asset maintenance and control.
- To secure the work environment for the employees and maintain safety standards at the power station and infrastructure sites around the island.
- To strengthen the ongoing development of local capacity to manage their electricity services in the future.
- To maintain good relationships with relevant key stakeholders.
- Ensure compliance with requirement of NUC Act 2011.

### **Duties and responsibilities**

- Overview and manage technical efforts to maintain and improve reliability, security and sustainability of the power supplies for Nauru, including overall planning of the electricity services supported by detailed information.
- Review the existing maintenance of key assets and equipment critical to sustaining power supplies in accordance with technical specification of these assets. Where appropriate develop and implement regular and long term maintenance plans.
- Assist the CEO and HR Manager further review job descriptions and performance criteria with particular focus on operations and maintenance functions of utilities.
- Develop and implement a capacity building program for technical staff at the power station in the areas of operational planning, safety and standards, maintenance and installation. Assist with identifying training programs for suitable candidates.
- Oversee and assist in the installation of any new utilities property, plant and equipment.
- When power shortage occurs, put in place a realistic schedule for power shedding that ensures the minimum power needs of the community are met. Advise CEO and public about planned power disruptions.
- Assist the CEO and the Energy Office in executing ongoing community awareness and education programs on power conservation and demand management media campaigns, taking into account the Nauru context.
- Maintain a clean power station site including the safe and appropriate removal of redundant plant and materials.
- Ensure essential record keeping procedures of fuel usage, generation capacity and distribution are improved and reported regularly to the CEO.
- Assist the CEO and Finance Manager review procurement procedures and support the development of capital and operating/maintenance budgets for the electricity supply activities, and ensure compliance with financial requirements of the Government of Nauru, AusAID, and other development partners.
- Establish proper security monitoring and audit procedures and controls, to limit the loss of property, plant and equipment, development including the implementation of a stores procedure and tool register to minimize misuse and loss of stores and tools.
- As part of the NUC Management team, implement reforms as identified within the Government of Nauru's NSDS and relevant infrastructural sector strategy. This will involve further reorganization of the power operations to achieve efficiency throughout the supply chain.

- Access relevant specialist technical expertise (through donor assistance) as required and approved by Government of Nauru and relevant donors.
- Assist the NUC Management team by providing advice on ongoing power operational management.
- To ensure smooth transition of personnel, provide an orientation manual for power operations and provide appropriate introductory training to incoming personnel.
- Where appropriate, assist with servicing satellite gensets operated at the Government office building (Yaren), RON Hospital (Denig), Meneng Hotel (Meneng) and Government warehouse (Meneng) and others where required.
- Assist the CEO with preparation of technical reports to the Government of Nauru, AusAID, EU etc on the implementation of the above;
- Provide a report to the CEO detailing the work plan approximately 8 weeks after commencing in the position;
- Provide 6 monthly reports to CEO on implementation of the above;
- Carry out other duties directed by the CEO.

### **Person specification**

1. Tertiary qualification in engineering, natural resource management, business administration, or relevant field.
2. At least 5 years work experience in managerial and / or executive management level including proven administrative, leadership and management ability in the areas of energy and/or natural resource management in the region;
3. Proven strategic, coordination and analytical skills with sound knowledge on various financing facility available through Government of Nauru's development partners (i.e. EU, AusAID and others) for water related initiatives;
4. Must have sound and working knowledge of energy resource /electricity supply management;
5. Ability to lead and contribute to team development, including communication in person, in writing, and through presentation across a diversity of stakeholders (customers, business organizations etc) and be computer literate;
6. Proven ability to work as part of an interdisciplinary and multi-cultural team;
7. Ability to meet deadlines;
8. Excellent working knowledge in English.
9. Ability to live and work in a new cultural setting.

### **3. Remuneration Package**

**Duration:** Appointment is for a 2 years initially with possible renewal subject to performance.

**Salary:** The position of the Power Operations Manager is an expatriate position. Salary is \$110,000 - \$125,000 per annum and starting point will depend on level of experience.

**Term:** The successful applicant will be subject to a three months probation period.

**Relocation:** NUC will meet certain costs including transport and accommodation on route for the appointee and three accompanying dependents.

**Accommodation:** NUC will provide accommodation to the appointee and dependents. S/He will be entitled to temporary accommodation at suitable hotel or fully furnished accommodation.

**Home Leave Travel:** Return economy class airfares between Nauru and recognized home country provided no home travel is undertaken within the first ten (10) months of the contract.

**Repatriation:** Costs of home travel and at the end of contract will be met.

**Annual Leave:** Twenty (20) working days.

**Sick Leave:** Seven (7) days on full pay and seven (7) days on half pay per annum.

**Other leave:** Three (3) days special leave per annum. Provisions also exist for maternity, family (compassionate), and special leave (without pay).

**Medical benefits:** Medical, hospital and dental facilities will be provided free of charge on Nauru. Primary and Secondary School education on Nauru is available free of charge for the family of the Employee.

#### **4. Administrative Information**

Applications should include:

1. Detailed CV containing full personal details.
2. A statement to address how each Essential selection criteria is met.
3. Names and contact details of at least two professional referees who are prepared to provide testimonials – prefer most recent employers and/or supervisors.
4. Commencement date is April/May 2012 and indication of possible starting date if successful will be required.
5. Application must reach CEO Utilities **no later than February 17<sup>th</sup> 2012.**

All applications to be clearly marked “Application for Power Operations Manager” and addressed to CEO Utilities, Aiwo District, Nauru [apisake.soakai@naurugov.nr](mailto:apisake.soakai@naurugov.nr) copied to [apisake.soakai@gmail.com](mailto:apisake.soakai@gmail.com), and the HR Manager email address [sinderinainu@yahoo.com.au](mailto:sinderinainu@yahoo.com.au)