
Position Description

Vacancy Title: **Chief Operating Officer (COO)**

Location: **Ranadi**

Reports To: **Chief Executive Officer 2018 (v 2.00)**

Objective

The Chief Operating Officer (COO) is a senior executive leader responsible for overseeing the day-to-day operational functions of Solomon Power. This role ensures the effective execution of its strategic objectives and serves as a key driver of operational excellence, organizational efficiency, and sustainable growth across all divisions, departments, and units within Solomon Power. Reporting directly to the Chief Executive Officer, the COO provides visionary leadership across core operational areas, with emphasis on the Technical Divisions—including Engineering (Generation, SCADA, Transmission & Distribution, Outstation, Regulatory), Capital Works, Special Projects & Planning, and Customer Services. The position role is accountable for translating the company's strategic direction into measurable operational outcomes, ensuring alignment and achievement of organizational goals. The COO plays a pivotal role in shaping Solomon Power's strategic future by establishing a robust foundation for sustainable, resilient, and efficient power systems that benefit both its customers and the broader Solomon Islands community.

Outcomes

Organisational Stakeholders

1. Operational Leadership and Strategic Direction

- Lead and coordinate cross-divisional efforts to achieve operational excellence and organizational efficiency.
 - Lead and coordinate cross-divisional teams to deliver on Solomon Power's mission.
- Support the CEO and Board in developing, implementing, and monitoring strategic and corporate plans.
- Provide visionary leadership to technical divisions, ensuring operational excellence.

2. Strategic Execution and Performance Monitoring ensured

- Effectively translate Solomon Power's strategic objectives into measurable operational outcomes and ensure alignment across all divisions and departments.
 - Translate strategic objectives into measurable operational outcomes, ensuring performance targets are met or exceeded.
- Oversee operational planning, performance tracking, and continuous improvement initiatives within technical divisions and support units.
 - Timely operational planning processes with critical divisions, Capital Works, Special Projects & Planning, and Customer Services.
- Monitor division performance against strategic objectives and key performance indicators (KPIs).
- Drive continuous improvement initiatives to enhance efficiency and service quality.

3. Operational budgeting and financial management ensured

- Managing and monitoring of capital and operational budgets in collaboration with the Chief Financial Officer to ensure fiscal discipline and long-term sustainability of Solomon Power
 - Timely collaboration with the CFO to develop, manage, and monitor operational and capital budgets.
 - Ensure financial discipline and resource allocation supports Solomon Power long-term organizational resilience.

4. Stakeholder Engagement

- Establish and maintain strategic relationships with government ministries, agencies, donor partners, contractors, and community groups.
 - Cultivate and sustain strategic relationships with government agencies, donors, contractors, and community stakeholders to support organizational goals.
- Assist the board and CEO in developing and executing long-term Strategic and Corporate strategies, including capital/infrastructure investments and renewable energy transition initiatives.

5. Capital and Operational Project Oversight and Strategic Initiatives Monitored

- Oversee the planning, execution, and monitoring of capital projects and infrastructure investments.
- Support renewable energy transition initiatives and other strategic growth projects.

6. Risk and Business Continuity Management

- In collaboration with responsible officer, identify and mitigate operational risks, by ensuring to plan the business continuity and resilience strategies/plans across all Divisional/Departments.
 - Operational risks identified across divisions and risk mitigation measures implemented.
- Develop and oversee operational business continuity and resilience strategies and plans.

7. Governance, Safety, and Compliance

- Champion adherence to governance standards, safety protocols, and compliance requirements.
- Foster a culture of accountability, safety, and ethical conduct within all operational activities.

Responsibilities - Key Competencies

Competence	Description
Business	
Resource Management	Deliver results through the efficient and effective allocation and use of supplies , equipment and people.
Systems and Procedures	Develop and/or apply procedures to assist the organisation achieve its goals.
Information Analysis	Make informed decisions by collecting and interpreting data and information
Strategic Development	Establish the strategic direction and steer the organisation towards its goals
Customer	
Relationship Building	Build beneficial relationships with suppliers and stakeholders.
Quality Focus	Deliver quality.
People	
Leadership	Utilise a leadership position to influence people and events and to increase performance.
Learning	Develop the competencies of self and others to enhance performance.
Professional	
Technical Strength	Demonstrate knowledge of a specialist discipline.

Qualifications

Qualification	Discipline	Notes
Preferred		
Degree	Economics, Degree in Electrical Engineering or Business or Commerce	
Desirable		
Master's Degree	Business Administration, Economics, Engineering	

Work Knowledge and Experience

Have at least minimum of 10–15 years of progressive leadership experience, with at least 5 years in a senior executive or operational management role.

Have work experiences in the electricity, infrastructure, or other relevant utility sector/industry

Have track record of successfully managing large-scale capital projects and infrastructure programs.

Experience working in a state-owned enterprise (SOE) or public utility environment is highly desirable

Demonstrated experience leading organizational change, restructuring, or transformation programs

Prior exposure to working in a Pacific Island or a developing country context is an advantage

Deep knowledge and understanding of electricity generation, transmission, and distribution operations

Good understanding of electricity sector policy, regulation, and governance frameworks

Knowledge of health, safety, and environmental (HSE) standards and obligations relevant to the electricity sector

Understanding of corporate governance, board reporting, and accountability frameworks

Awareness of renewable energy trends and energy transition strategies relevant to the Pacific region

Requirements

Language Proficiency

- Strong verbal and written communication and interpersonal skills

Professional Associations

Membership of appropriate Professional Institution

Regulatory Compliance Requirements

First Aid Certificate

Police Clearance

Medical Clearance

Other Required Statements

No other required statements found.

Interactions

Type	Interaction	Comments
Internal		
	Chief Executive Officer	

Type	Interaction	Comments
	General Managers	
	Chief Engineer	
	Deputy Chief Engineer	
	Engineering Department	
External		
	International funding agencies	
	Development partners	
	Government Ministries	
	Solomon Islands Government	

Attributes

Behavioural Styles

Detail oriented	Attends to the small elements of a task/activity, ensuring completeness and accuracy.
Innovative	Devises new and creative ways to do things comes up with original ideas.
Integrity	Adherence to moral and ethical principles; soundness of moral character; honesty.
Reliable	Is able to be trusted to do what is expected or has been promised, puts in a great amount of effort believing in the value of work.

Interpersonal Styles

Forthright	Speaks out frankly without hesitation, showing a direct manner.
Objective	Impartial and honest in dealings with others, eliminating own feelings and view to reach a balanced judgement.
Realistic	Shows concern for facts and reality, rejecting the impractical.
Team Oriented	Enjoys being with others as part of a group or team.

Thinking Styles

Analytic	Able to separate things into their constituent elements in order to study or examine them, draw conclusions, or solve problems.
Challenger	Queries, tests information/beliefs and provokes thought.
Decisive	Reaches conclusions, promptly and firmly.
Holistic thinker	Considers issues/situations as a whole rather than analysing or dissecting the parts.
Reflective	Takes a thoughtful and deliberative approach.
Well organised	Controls tasks in a well thought out and critical manner.

How To Apply

Complete all parts of the Application form online. Upload a Cover letter, upload your CV and must include names and contact details for two (2) referees. Attach Certified Transcripts, Qualification Certificates, and other relevant documents. Address Application to: Chief Executive Officer Solomon Islands Electricity Authority P.O. Box 6 Honiara Applications to be received by 4.00pm, Solomon Islands time, 1st of July. Details of "Role Statement" (RS) for the role can be downloaded from the above link.

Contact for Enquiries

Contact Name: Andrew Tausema

Contact Email: Andrew.Tausema@solomonpower.com.sb

Further Contact Information: --

Closing Date: 01 Jul 2026