



Recruitment announcement for the Strategy and Development Director of Societatea Complexul Energetic Oltenia S.A.

The foundation process of Societatea Comerciala Complexul Energetic Oltenia S.A., managed under dualist system by a Directorate and a Supervisory Board, was initiated according to the Government's Decision no. 1024/2011 regarding certain measures for reorganizing electricity producers under the Ministry of Economy, Trade and Business Environment.

The main activity of CE Oltenia is the production of lignite-based electric and thermal energy, as well as the mining and preparation of lignite.

Complexul Energetic Oltenia was founded through the merger of the following commercial companies:

- **Societatea Națională a Lignitului Oltenia Tg.Jiu S.A.;**
- **Complexul Energetic TURCENI;**
- **Complexul Energetic ROVINARI;**
- **Complexul Energetic CRAIOVA.**

In accordance with the Government Emergency Ordinance no. 109/2011, **Societatea Complexul Energetic Oltenia S.A.** selected the association S.C. Quest Advisors S.R.L./ S.C. Transearch International S.R.L. in order to get assistance during the process of selection of the **Strategy and Development Director**.

RECRUITMENT AND SELECTION REQUIREMENTS

Compulsory requirements

1. Bachelor degree in technical area or economic;
2. At least 3 years of demonstrated strategy development and investment experience, strategic planning in a large Romanian or international company;
3. At least 3 years experience in the top management (at least 3 levels down) of successfully and large Romanian or international companies;
4. Good knowledge of internal and European/regional electricity markets and electricity trading mechanisms and instruments;
5. Experience in promoting and implementing restructuring and efficiency programmes;
6. At least 7 years of professional experience.

Additional requirements

1. Master's degree in Business Administration/ Relevant postgraduate studies (technical / economic);
2. Good knowledge in thermal power station and mining fields related to investments and development;
3. Relevant experience in applying capital budgeting principles and methods to investment decisions;
4. Previous experience in public/ private procurement;
5. Demonstrated ability to plan and direct other people to accomplish complex major activities and report those activities;
6. Strong interpersonal verbal and written communication skills;
7. Good command of business English.

REQUIRED DOCUMENTS FOR THE APPLICATION SUBMISSION

1. List of documents;
2. Curriculum Vitae in Romanian/ English;
3. Cover letter ("Technical offer") in Romanian/ English – where the applicant will explain his/her motivation and elaborate on how he/she fills every requirement of the recruitment Announcement (for details, see the annexed Cover Letter Filling in Sample);
4. At least 2 letters of recommendation;
5. Form 1 completed (declaration regarding the correctness of the information in the application, the absence of conflict of interests and the absence of criminal status);
6. Copies of the studies degrees;
7. Copy of the ID card.

APPLICATION SUBMISSION

The applications and documents required by this announcement will be submitted/sent, with acknowledgement of receipt, no later than 11.02.2016, **16.00 p.m.** in hard copy, in a closed and sealed envelope, bearing the mention: „*Procedura de recrutare membri Directorat ai Societatii Complexul Energetic Oltenia S.A./ Strategy and Development Director / Surname Name*” to the address *Str. Ing. Gheorghe Bals, nr. 3, ap. 4, sector 1, Bucuresti - ROMANIA* and in electronic format to the e-mail address ceoltenia@questadvisors.eu.

The submission on paper of all application documents required by this selection Announcement is mandatory. The impossibility of the submission on paper of all the required documents within the indicated term may lead to the exclusion from the recruitment and selection procedure.

By sending the application, all applicants implicitly agree to the processing of their personal data for this recruitment and selection procedure. Societatea Complexul Energetic Oltenia S.A. has the right to interview only the selected applicants and to end the selection process at any time during the procedure.

The applicants selected for the interview may be asked to submit additional documents in order to prove their experience or professional status.

The non-discrimination, equal treatment and transparency principles are observed during the selection process.