

## **JOB DESCRIPTION – Environmental and Social Director**

### **Project Context**

Ruzizi III Energy Ltd (REL) is responsible for developing, constructing, and operating the 206 MW Ruzizi III Regional Hydropower Project on the Ruzizi River.

The Project is a flagship regional Public-Private Partnership involving the Republic of Burundi, the Democratic Republic of Congo, and the Republic of Rwanda (together the Contracting States) on the public side, and Industrial Promotion Services and TotalEnergies (together the Sponsors) on the private side.

Having completed early development, the Project aims to begin construction in 2026. More information about the Project is available at: [www.ruzizi3.com/](http://www.ruzizi3.com/)

### **Objectives**

The Environmental & Social (E&S) Director will lead REL's E&S function to:

- Provide strategic leadership and oversee all E&S activities during development and construction, whilst ensuring effective management of impacts and risks.
- Ensure compliance with the Project Charter, national regulations, lenders' requirements, and international best practice.

### **Reporting Lines**

- Reports: Project Director
- Manages: E&S team and consultants

### **Key Responsibilities**

#### **Leadership & Management**

- Lead, grow, and manage REL's E&S department and consultants during development and construction.
- Oversee departmental planning, budgeting, and reporting.
- Assist with EPC contractor bid evaluation, negotiations, and contract signing.

#### **Compliance & Risk**

- Ensure preparation and delivery of all E&S studies, including ESIA/RAP, and supporting reports, for approval by Contracting States and lenders.
- Oversee development and implementation of all required E&S management plans and procedures.
- Conduct regular E&S risk assessments and ensure compliance with regulatory and lender standards.

### **Land Acquisition & Community Engagement**

- Lead the Project's land acquisition and resettlement process, including RAP implementation.
- Manage stakeholder engagement with local authorities and affected persons, and ensure an effective Grievance Redress Mechanism.

### **External Relations**

- Represent REL on all E&S matters with Contracting States, authorities, lenders, advisors, partners, and stakeholders.
- Provide clear and timely communication to maintain stakeholder trust and support.

### **Duration & Location**

- Commencing in Q4 2025, with an initial six-year appointment covering development and construction phases.
- Based in Kigali, Rwanda, during development, and relocating to the Project site during construction.
- Regular national, regional, and international travel required.

### **Qualifications & Competencies**

- Master's degree in environmental management, science or engineering, or related subjects.
- 20 years' relevant experience in large infrastructure projects, with experience in hydropower projects preferred;
- 10 years' experience in similar leadership roles.
- Proven track record of managing projects funded by development banks and ensuring compliance with their standards.
- Demonstrated experience in resettlement, RAP implementation, community engagement in complex environments, grievance management, labour issues, pollution control, biodiversity conservation, and cultural heritage.
- Strong leadership, communication, and stakeholder management skills.
- Strong analytical, computer, and reporting skills.
- Fluency in English; proficiency in French preferred.
- Priority will be given to qualified and experienced nationals of Burundi, DR Congo, or Rwanda.

### **Application**

Please send a cover letter detailing your relevant competencies and qualifications, along with your curriculum vitae (CV) (in English and as a searchable PDF format) to [jobs@ruzizienergy.com](mailto:jobs@ruzizienergy.com) by 19 October 2025.