



Recruitment announcement for the Mining Division 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 selection process.

RECRUITMENT AND SELECTION REQUIREMENTS

Compulsory requirements

1. BS degree in a technical field (preferably mining, civil, or geological engineering);
2. At least 5 years quarry or mining relevant experience (preferably coal mining);
3. At least 3 years of experience in management positions in mining, quarrying, maintenance or environment-related activities;
4. At least 3 years experience in the top management (at least 3 levels down) of successfully and large Romanian or international companies;
5. Experience in promoting and implementing restructuring and efficiency programmes;
6. Good knowledge in mining field related to operation and maintenance.

Additional requirements

1. Master's degree in Business Administration/ Relevant postgraduate studies (technical / economic);
2. Technical knowledge of coal mining and mining equipment;
3. Relevant accomplishments in applying capital budgeting principles and methods to investment decisions;
4. Ability to effectively communicate orally and in writing with people from all levels of the organization;
5. Ability to perform multiple tasks effectively and to meet deadlines;
6. Good leadership, interpersonal and organizational skills with the ability to effectively supervise diverse work groups.

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 **26.06.2014, 4.00 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./ Mining Division 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.