



Recruitment announcement for the Energy 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 process of selection of the **Energy Division Director**.

RECRUITMENT AND SELECTION REQUIREMENTS

Compulsory requirements

1. BSc degree in a technical field (preferably energy, electrical engineering);
2. At least 5 years power sector background including relevant experience in power generation;
3. At least 3 years top management experience (at least 3 layers below) with successful large Romanian or international energy companies;
4. At least 3 years of experience in operation and maintenance in thermo power plant field;
5. Minimum 7 years of professional experience;
6. Experience in promoting and implementing restructuring and efficiency programmes;

Additional requirements

1. Master's degree in Business Administration/ Relevant postgraduate studies (technical / economic);
2. Good knowledge of electricity markets and of the electricity trading mechanisms and instruments in Romania and Europe;
3. Relevant experience in applying capital budgeting principles and methods to investment decisions;
4. Acquainted with the environmental legislation related to mining activities;
5. Ability to effectively communicate orally and in writing with people from all levels of the organization;
6. Ability to perform multiple tasks effectively and to meet deadlines;
7. 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 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./ Energy 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.