

Job Title: Coordinator, Sustainable Energy

INTRODUCTION

The Caribbean Development Bank (the Bank/CDB) seeks a Coordinator, Sustainable Energy to lead the Bank's strategic energy initiatives and projects. The Coordinator should be passionate about renewable energy (RE) and energy efficiency (EE) and have the leadership skills and technical expertise to drive sustainable energy solutions across the region.

THE DIVISION

The Sustainable Energy Unit is one of the units within the Economic Infrastructure Division that supports the Bank's client interventions. The Division supports the Bank's pipeline and portfolio of capital and technical assistance projects, including identification, appraisal, and supervision. In addition, the Division is responsible for disaster response to clients.

THE ROLE

As the Coordinator, Sustainable Energy, you will spearhead the Bank's efforts to expand and integrate energy initiatives into development projects across Borrowing Member Countries (BMCs). You will work closely with governments, financial institutions, and private-sector stakeholders to identify and implement innovative energy solutions. The role requires the Coordinator to be at the forefront of the region's energy policy dialogue and development. This level of engagement will involve governments, private sector organisations, and international institutions and demand excellent representational skills that will enhance the Bank's profile.

KEY RESPONSIBILITIES

The responsibilities will include:

Strategic Leadership & Project Development

- Develop and implement strategic initiatives to expand the energy portfolio within CDB.
- Identify and evaluate public and private sector investment opportunities in energy.
- Lead the preparation, appraisal, and supervision of energy projects, ensuring alignment with CDB's Energy Sector Policy and Strategy.
- Oversee the development of financing solutions, including blended finance, credit lines, and public-private partnerships (PPPs).
- Provide technical expertise in project structuring, feasibility studies, and risk assessment for energy investments.

Policy & Capacity Building

- Work with Division and Unit Heads to incorporate sustainable energy components into broader infrastructure projects.
- Guide CDB's energy policy and strategy development and support BMC's in formulating national RE/EE strategies.
- Develop capacity-building programmes for staff, government agencies, and implementing agencies to enhance knowledge and improve the effectiveness of RE/EE solutions.

Partnerships & Stakeholder Engagement

- Strengthen partnerships with development finance institutions (DFIs), multilateral organisations, and private-sector investors to mobilise funding for energy projects and increase the impact of Bank-supported programmes.
- Represent CDB in high-level regional and international sustainable energy and climate change forums.

Financial & Resource Management

- Develop annual work plans and budgets to support CDB's sustainable energy goals and priorities.
- Ensure cost-effective financial and human resources allocation in the sustainable energy Unit.
- Manage the performance of sustainable energy staff, setting clear objectives and providing ongoing guidance and support.

SELECTION CRITERIA

The role requires a proven energy sector leader specialising in renewable energy and energy efficiency. They should possess deep technical knowledge of sustainable energy technologies, climate change mitigation, and infrastructure financing. Additionally, they should be strategic thinkers and effective communicators, capable of engaging with governments, financial institutions, and international partners to influence decisions and drive RE/EE initiatives across the region.

Qualifications & Competencies

The successful candidate should have:

- A Masters degree in a relevant field, e.g., engineering, energy planning, renewable energy, energy economics.
- At least eight (8) years' experience in the energy sector, preferably with a sustainable energy (renewable energy or energy efficiency) focus, and at least five (5) years' experience in leading and managing teams.
- Experience in identifying, appraising, and implementing RE/EE projects, including evaluating financing solutions such as public-private partnerships to support energy initiatives.
- Experience in working with governments, international organisations, and private sector stakeholders.
- Strong understanding of the regulatory, financial, and political ecosystem affecting the energy landscape in the region.
- Sound knowledge of the latest developments and technologies in renewable energy and energy efficiency.
- Broad knowledge of a multilateral development bank's products and services.

FUNCTION-SPECIFIC COMPETENCIES

The Coordinator should be able to:

- Demonstrate a strong understanding of sustainable energy technologies, climate change mitigation, and financing mechanisms for RE/EE projects.
- Collaborate with governments, financial institutions, development partners, and private-sector stakeholders to promote RE/EE initiatives.
- Develop energy policies, technical assistance, and advisory programmes to strengthen RE/EE knowledge and implementation capacity.
- Lead and manage multidisciplinary teams, set clear objectives, and drive results.
- Demonstrate strong business development and commercial orientation.

BEHAVIOURAL COMPETENCIES

The Coordinator should demonstrate a strong proficiency in the following organisational core competencies:

Competency	Definition
Acting as a Champion for Change	The ability to identify problems and opportunities for change; implement solutions where appropriate, maintain effectiveness when experiencing major changes in work tasks or the work environment; and support people in their efforts to try new things.
Acting Decisively	Moves quickly to make decisions and commits to a straightforward course of action; comfortable making decisions based on partial information; willing to take risks to maintain momentum; shows a strong bias toward action.
Championing Customer Needs	Calls attention to issues that impact customer satisfaction; views situations from customers' perspective; encourages people to think about customers when making decisions and develops and sustains productive customer relationships.
Developing Talent	Invests time and resources into building the capabilities of team members; helps people define career goals and establish development plans to achieve them; gives people constructive, developmental feedback and advice.

Driving for Results	Bottom-line oriented and pushes self and others to achieve results. Keeps current on project status; makes sure people are aware of project status and what they need to do to keep things moving; redirects project resources and activities to overcome setbacks; elevates project concerns to senior levels of leadership when appropriate.
Managing Performance	Clearly defines and communicates roles and responsibilities; holds people accountable for accomplishing objectives; recognises and rewards people who achieve results and deliver on performance expectations; provides effective feedback.
Managing Risk	Effectively balances risks and opportunities; thinks through potentially positive and negative outcomes; seeks ways to mitigate risks.
Setting a Strategic Vision	Identifies and articulates the strategic goals and direction of the company, Division, or group; establishes connections between short-term and long-term objectives and directions. Communicates the vision throughout the organisation through distinctive strategies, goals and action plans that maximise competitive advantage. Inspires and motivates entire Division (s) or Department (s) to adopt the vision.

TERMS OF APPOINTMENT

This role is a full-time position with the successful candidate being contracted on a two-year basis in the first instance, with the possibility of renewal. The salary is competitive and commensurate with qualifications and experience. The benefits package includes a pension plan, life and medical insurances.

Before you proceed to apply, please consider the following requirements:

- You must be a national of one of CDB's member countries.
- You will be required to produce evidence of any educational and professional qualifications to support your application if you are selected for an interview.
- All appointments are subject to satisfactory background checks and references.

CDB fully respects the need for confidentiality of information supplied and assures you that we will not discuss your background and interest with anyone including references, without your prior consent.

The deadline for submission of applications is **April 11, 2025** at 11:59 pm AST.

The Caribbean Development Bank is an equal opportunity employer and values diversity. We encourage all qualified candidates to apply regardless of their racial, ethnic, religious, cultural background, gender, sexual orientation, or disabilities. Women are strongly encouraged to apply.

The Bank provides reasonable accommodation to individuals with disabilities who participate in the job application or interview process. Please contact us to request such accommodation.

