



**Global Energy Alliance
for People and Planet**

Position Specification

**Global Energy Alliance for People and Planet
Chief Impact Officer**

Our Client

The Global Energy Alliance for People and Planet (GEAPP) was launched on November 2nd, 2021 at COP26. The founding partners are the Rockefeller Foundation, the Bezos Earth Fund, and the IKEA Foundation. GEAPP is a collective action platform with a bold, collaborative, and results-driven approach to sustainable and equitable energy futures. GEAPP leverages catalytic grant funding to mobilize public and private capital, and scale renewable energy projects to provide people with reliable, clean power, reduce carbon emissions, and enable green jobs, driving inclusive economic growth.

Mission

- The Alliance aims to accelerate and scale an inclusive energy transition that can serve as a pathway for human opportunity across emerging economies worldwide.
- The Alliance is working to deliver transformational programs in partnership with countries across Africa, Asia, Latin America and the Caribbean that together will:
 - **Reduce Carbon:** Avoiding greenhouse gasses
 - **Expand Access:** Extending affordable, reliable, productive-use energy to underserved people
 - **Create Jobs:** Enabling green jobs and livelihoods that generate inclusive economic growth

Energy Projects

GEAPP works in partnership with national governments as they develop ambitious renewable energy country programs to overcome challenges and achieve their energy access and transition goals. GEAPP will provide fast, high risk, and flexible capital to leverage and aggregate concessional and commercial capital for renewable energy solutions in Africa, Asia, Latin America, and the Caribbean. It will help to design, finance, and execute renewable energy projects with end-to-end support in policy, institutional and project development, technology and innovation, and venture-building.

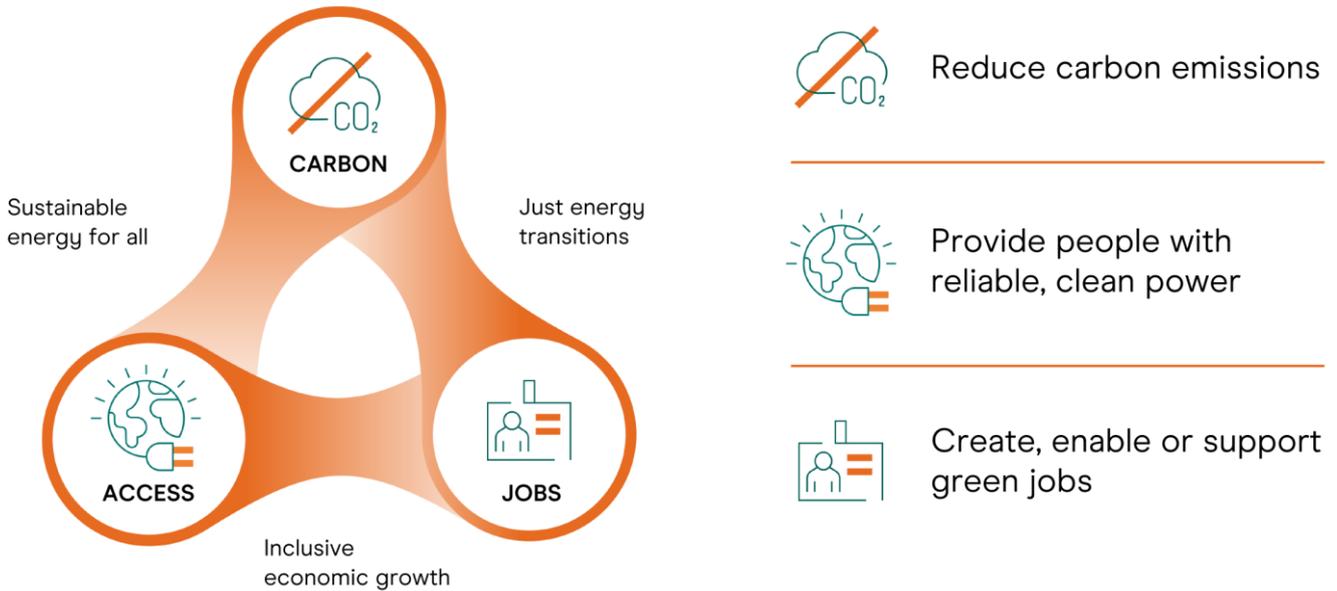
- The Alliance focuses on three types of energy projects:
 - **Distributed Renewable Energy (DRE) systems:** Scaling mini-grid and roof-top solutions to off-grid and underserved communities
 - **Grid-based renewables:** Deploying utility-scale generation, and associated solutions for storage and distribution
 - **Fossil fuel transitions:** Accelerating the reduction of fossil fuel generation, with an intense focus on protecting livelihoods and supporting communities through this change

Operating Model

- The Alliance is a collective action platform of 18+ partners with a bold, collaborative, and results-driven approach to sustainable and equitable energy futures.
- The Alliance designs, finances, and executes renewable energy projects with end-to-end support in: *Policy and institutional development * Project development * Technology and innovation * Pooled procurement * Venture building.
- **Country Partnerships:** The Alliance drives results with humility and works hand-in-hand with national governments and global partners, bringing together stakeholders that would otherwise remain fragmented to ensure delivery excellence and impact. The Alliance's Call for Country Partnerships invited developing and emerging economies to apply for technical support and funding to advance ecosystems of clean energy projects. GEAPP is currently working with its Alliance partners to agree on the additional country programs that will be activated in 2023.

Position Specification

- Alliance Partners:** To support countries in developing and executing transformational renewable energy programs, the Alliance aligns a world-class consortium of Anchor, Investment, and Upstream Delivery Partners that provide the financial and technical resources to make country visions a reality.



The Global Energy Alliance for People and Planet

GEAPP is a robust coalition of partners working together in support of countries and their equitable energy transition programs.

Anchor Partners: Mission-aligned philanthropic donors that provide the Alliance's base of grant capital, set strategic vision, and ensure our capacity to deliver on a sustained basis



Investment Partners: Financing institutions that catalyze & accelerate projects and amplify the Alliance's highly valuable, but limited philanthropic capital with their leverage



Upstream/Delivery Partners: Expert agencies deployed in combination, that bring outstanding and distinctive technical capabilities and local expertise to the interventions funded and coordinated by the Alliance



GEAPP provides hands-on support to countries across the project development continuum



For more information, please visit the GEAPP website: [Home - Global Energy Alliance for People and Planet](#)

The Role

As a member of the GEAPP senior leadership team, the Chief Impact Officer (CIO) will lead the monitoring and evaluation of the Alliance’s social and environmental impact. The development of a learning environment to enhance impact will be critical, and the CIO will have a key role in facilitating strategic decision making. They will partner closely with the Chief Executive Officer and the Chief Program & Strategy Officer.

The CIO will be responsible for setting and leading GEAPP’s monitoring, evaluation, and learning (MEL) strategy as well as building a best-in-class team that can work across multiple geographies to evaluate complex systems change. The CIO will be a champion for MEL in the senior leadership team, ensuring alignment and knowledge sharing at the highest level of the organization. Finally, aligned with GEAPP’s vision to be agile, honest, and impact-oriented, the CIO will play a critical role in developing a strong strategic learning function within the organization, fostering collaborative knowledge sharing to inform programmatic decision-making.

Key Responsibilities

Champion MEL to the senior leadership team and board of directors

- Work closely with the CEO and other senior leadership team members to ensure alignment and transparency around the MEL work, positioning MEL as a key function of the Alliance to enhance impact
- Engage with the board of directors to communicate results and facilitate the strategic utilization of data and insights
- Regularly engage with the CEO and senior leadership to build an understanding of the value of evaluation work, deepen its integration into GEAPP's programmes and priorities, whilst also ensuring it is responsive to the needs of the Alliance
- Demonstrate the value of MEL for GEAPP's Alliance partners, and contribute directly to GEAPP's standing and reputation among its partners, stakeholders, and the wider public, by delivering transparent accountability, and objective evidence of performance

Establish and oversee organization-wide monitoring, evaluation, and learning

- Set organization-wide MEL philosophy, principles, practice, and expectations
- Develop a world-class evaluation methodology to effectively quantify GEAPP's impact on energy access and transition
- Set up internal MEL infrastructure and work with organizational leaders to develop an annual learning agenda
- Direct and oversee an external MEL partner who will design and implement GEAPP's monitoring and evaluation framework
- Oversee the production of quarterly impact snapshots for donor and board reporting, as well as a best-in-class external facing annual impact report
- Engage with the MEL community in the energy access and energy transition sectors, sharing best practices and developing a community of practice to improve MEL for the sector more broadly

Inform strategic direction through knowledge sharing & setting organisational goals

- In close collaboration with Chief Strategy & Programs Officer, ensure the necessary formal and informal systems, processes, and tools are built into GEAPP so that data is used to inform strategic decision-making as well as programmatic learning
- Advocate for the role of equity within MEL, ensuring MEL tools and processes are in support of gender equity, accessibility, inclusion, and meaningful engagement of diverse stakeholders
- Develop learning norms where staff are encouraged to question existing methods, engage in productive discourse, and reflect on what is and is not working
- Manage internal and external dissemination of evaluation evidence, lessons and follow-up actions timed and tailored to inform specific decisions, processes, and audiences
- Manage the synthesis of evaluation evidence and lessons from both the enterprise and the operational levels, to provide continuous learning and improvement along strategy, policy, operational and programmatic cycles
- Champion an environment that acknowledges and embraces failure as opportunity to learn

Lead a best-in-class MEL team across multiple geographies

- Work closely with the Chief Strategy & Programs Officer and Regional Leads to structure an international function, serving GEAPP's programs across the world

- Manage the development of an effective organisation structure, including the development of an internal MEL unit, plus selection and quality assurance of external partners
- Manage the recruitment and onboarding of independent evaluators, and provide administrative, and logistical support to evaluators
- Facilitate dialogue and coordination between relevant program / operations teams and evaluation teams, to develop understanding and sound recommendations
- Champion the use of culturally responsive evaluation approaches, appropriate for GEAPP's countries and regions of work
- Assess potential risks to effective monitoring & evaluation, and advise GEAPP leadership on mitigation. Ensure that in case of ambiguity or disagreement over interpretation that there are effective mediation and resolution mechanisms in place.

Candidate Profile

Knowledge, Skills & Experience

Essential

- Substantial experience in the evaluation function, including leadership in relevant environments
- Demonstrated experience working with dynamic theories of change during the “start-up” phase of an organisation, deploying appropriate accompanying MEL in an iterative strategic environment
- Proven experience in systems thinking and evaluation of complex change efforts; experience with complex evaluation approaches, such as collective impact, contribution analysis, and portfolio evaluation
- Experience translating technical information for both internal learning, and external communication, including in a complex shareholder environment
- Experience of promoting a learning environment, based on credibility, legitimacy, and transparency, within a complex organisation
- Demonstrable commitment to prioritising and emphasising the learning components of MEL in an equitable way
- Sophisticated evaluation skills, including the use of diverse methodologies, including developmental evaluation, utilisation-focused evaluation, and mixed-methods evaluation
- Demonstrable ability to understand evaluation needs, and deploy the right methodologies to the appropriate context (e.g. RTC vs rapid assessment)
- Demonstrable skills in facilitation, knowledge mobilisation, partnership development, and collaborative planning

Preferred

- Strong experience with equitable evaluation and culturally responsive evaluation approaches
- Expertise in renewable energy and/or energy transition, monitoring and evaluation of carbon impact
- Experience applying evaluation in the private sector, including familiarity with impact measurement best practices, and private sector impact measurement considerations

Location

United Kingdom, Kenya or India.

The CIO should be willing to travel as necessary, including to difficult rural environments.

Competencies

Setting Strategy

- The ability to create and articulate an inspiring vision for the organization, not only for the MEL function, but the Alliance as a whole.
- The inclination to seek and analyse data from a variety of sources to support decisions, and to align others with the organization's overall goals and strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the sector.
- Embraces the complexity and ambiguity of working across changing contexts, geographies, and evolving strategies.
- The ability to effectively balance the need for ambitious change with an understanding of what the Alliance can deliver, to create realistic goals and implementation plans that are achievable and successful.

Executing for Results

- The ability to set clear and challenging goals, while committing the Alliance to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- Anticipates future opportunities and consequences, demonstrates an innovative and flexible approach to work, and has the ability to organize ambiguity into a coherent plan, and implement it well.
- A leader who is viewed by others as having a high degree of integrity and forethought in his/her approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

Leading Teams

- A leader who demonstrates commitment to the mission of the Alliance, and to diversity, equity, and inclusion in every aspect of their work.
- The ability to challenge conventional wisdom through evidence, reason, and amplifies dissenting, unconventional, and marginalised voices.
- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as engaging, and a strong developer of others.
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of his/her own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, effective negotiation, powerful charisma, passion in his/her beliefs, and commitment.
- Independence of mind, with a reputation for a high standard of professionalism, personal integrity, and commitment to the highest ethical standards.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond his/her own personality and engages others to the greater purpose for the organization as a whole.

Position Specification

Ref: Chief Impact Officer
Global Energy Alliance for People and Planet

How to Apply

To apply, please send your CV, and supporting statement to responses@russellreynolds.com by **Friday 29th July**. Your supporting statement should succinctly highlight your motivation, experience, and skills against the requirements of the role. Please include the role title in the subject of your email.

If you have a question about the position, or your application, please contact the Russell Reynolds Team (Simon Kingston & Nick Ricketts) at either responses@russellreynolds.com.