



1 in 4 people do not have access to electricity

We are an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status or any other characteristic protected by law.

JOB DESCRIPTION: ESG MANAGER

Job Location: Nairobi, Kenya

Reporting to: Director of Global HR and Global Legal and Compliance

Position Description

The Environmental, Social and Governance (ESG) manager will be responsible for developing and overseeing environmental, social and corporate governance policies and procedures. The incumbent will provide technical expertise on key issues related to environmental and social impact assessment and on sustainability risks in the design, preparation, implementation and supervision of d.light's operations taking into consideration best industry practices and standards.

Roles and Responsibilities

- Familiarizing him/herself with the d.light ESMS Recommendation Report.
- Coordinating the environment and social initiatives and the compliance to law and regulatory requirements of the d.light operating locations.
- Developing, implementing, and monitoring a corporate-level ESMS, which will be implemented in all business areas, across all operational levels.
- Coordinating with the d.light E&S Working Groups in all business areas to ensure compliance with the ESMS Recommendation Report.
- Reporting to the ESM Committee.
- Coordinating and working with the HR teams and business leaders across all regions we operate in.
- Maintaining and updating an accidents/incidents register.
- Reporting to stakeholders on any accidents/incidents.
- Ensure ESG implementation and compliance.

Regulatory Role

- Monitor the effectiveness of implementation the appropriate ESMS (Policies, Process, Procedures and Guides) and provide for their updating in line with changes in laws, regulations and corporate directives;
- Review corporate activities and ensure compliance with E&S Policies, Management Plans and Procedures;
- Provide guidance and advice to the Country HR teams on the requirements of identifying and implementing local E&S related laws and regulations and monitor the compliance;
- Support the Management in driving the education, communication, training, and implementation of the ESMS across the company in all operational areas, including its associated business activities, sub-contractors and supply chains, where relevant.



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Environmental, Health and Safety Role

- Support the leadership in developing and implementing proper management system for improving the overall EHS performance of the company;
- Develop and steward a robust suite of EHS related management system in line with international standards and guidelines;
- Implement and monitor the EHS management system, plans and safe work Procedures;
- Coordinate implementation of the site, warehouse, laboratory and office EHS plan in accordance with company policies and procedures;
- Provide safety practices and policy training to appropriate site, warehouse, laboratory and office personnel, and ensure relevant employees and contractors receive appropriate training;
- Develop, implement, monitor and review the corporate emergency preparedness response plan;
- Ensure that emergency preparedness and response plans are developed, documented, implemented and tested;
- Takes part in accident/incident investigation and carries out analysis of statistics and suggesting improvement plan and reports on any accidents/incidents and ensures a register of the same is maintained and updated;
- Conducts EHS Operational Audits, analyze EHS data and records from all countries to ensure the quality of implementation for the EHS management system;
- May act as an EHS (Environment, Health and Safety) SME (Subject Matter Expert) for external stakeholders.

Risk Management Role

- Work with various business region to identify E&S related risks;
- Develop the appropriate strategies to address the E&S risks and their potential impacts;
- Carry out E&S risk assessments through the support from local Country HR teams;
- Prepare, organize, and maintain inspection records and investigates complaints and suspected violations.
- Monitor follow-up actions in cases where violations were found, and reviews compliance monitoring reports.

Qualifications

- Bachelor's degree and above, with professional qualifications in ESMS, or related International Standards.
- Best to have related work experience at multi-national company or experience in Environment, Health and Safety management.
- Working knowledge in ESMS and will be a plus if has knowledge in Carbon Footprint Reduction, Responsible Investing, Environmental Discharges, EHS Auditing Techniques etc.
- Knowledge with world-class impact investing standards, i.e., IFC Performance Standards, BIA, GIIRS



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- Experience implementing OSHA (Occupational Safety and Health Administration) programs, managing emergency response incidents, implemented corrective actions, conducting or leading training in applicable OSHA areas and evaluating programs, issuing recommendations etc
- Experience conducting supplier audits base on RoHS, ISO14001, or other similar industrial standards is plus.
- Efficient in the use of word, powerpoint, excel.
- Good training & communication skills
- Fluency in the English language

Skills and Experience

- Senior-level candidate with at least 6 – 7 years of corporate experience.
- Independent, reliable, and flexible.
- Good networking skills to liaise with d.light's investors and shareholders.
- Knowledgeable of the sector i.e., solar lanterns and solar home systems.
- Operations background would be beneficial.

Compensation

Competitive, Negotiable, as per prior experience of candidate.

How to Apply

Candidates who meet the requirements should submit their CV and cover letter to: hr.africa@dlight.com before 15th May 2021.

About d.light

d.light is a for-profit social enterprise whose purpose is to create new freedoms for customers without access to reliable power so they can enjoy a brighter future. We design, manufacture and distribute solar light and power products throughout the developing world. By 2020, d.light had transformed the lives of over 100 million people.

