

JOB OPPORTUNITY

ZAMGRIDCO - SENIOR DISTRIBUTION ENGINEER

COMPANY OVERVIEW

The mission of ZamGridCo is to modernise and expand Zambia's national electricity distribution grid under the Grid Resilience Program. Established after a first-of-its-kind debt-for-development transaction between the Government of Zambia and the African Development Bank, ZamGridCo is a Zambian private company limited by guarantee with not-for-profit objectives. Headquartered in Lusaka, it is an independent, legally separate entity whose remit is to channel the resulting debt-conversion savings into distribution network investment and upgrades, in line with Zambia's Integrated Resource Plan, Integrated Distribution Plan, and wider national energy reforms.

Job Title:	Senior Distribution Engineer
Department:	Technical Directorate
Reports To:	Technical Director
Employment Type:	Full-time, on Fixed Term Contract

ROLE SUMMARY

The Senior Distribution Engineer is responsible for providing technical oversight of ZamGridCo-funded electrification projects, including technical inputs into bid design, specifications, and evaluations review of designs, in addition to implementation plans submitted by contractors, and technical validation of milestones prior to disbursement. This role ensures that distribution infrastructure (lines, substations, last-mile connections) is designed, procured, and constructed in compliance with project funding covenants, national standards, and cost-effectiveness criteria as well as contractual requirements. The role serves as the technical bridge between funding recipients, contractors, and ZamGridCo. The role also supports the Technical Advisory Committee and Board on technical matters as well as risk allocation amongst the parties.

KEY RESPONSIBILITIES

1. Technical Due Diligence & Project Funding Design (Pre-Award)

- a. Review concept notes and proposals for distribution upgrades, new networks, or solar mini-grids.
- b. Validate load forecasts, route selection, material BOMs, and compliance with grid codes and environmental and social (E&S) compliance.
- c. Recommend cost ceilings in alignment to standardized market costs for all project activities including cost per connection and identify technical risks for project funding conditions.

- d. Support the development of a capital investment rolling plan aligned to company strategy and

2. Oversight of Company-Funded Project Implementation (Post-Award)

- a. Approve detailed engineering designs, tender documents, and bid evaluations prepared by funding recipients or consultants.
- b. Monitor construction against approved designs, safety standards, and environmental safeguards.
- c. Conduct site spot-checks and technical audits to verify bill of quantities (BoQ) and quality of work.

3. Compliance & Reporting

- a. Certify technical deliverables for project funding disbursement.
- b. Document deviations, non-conformances, and cost overruns; recommend corrective actions.
- c. Prepare technical annexes for development partner reports (e.g. AfDB).

4. Capacity Building & Policy Support

- a. Develop simplified distribution design guides and tender templates for small projects.
- b. Advise on least-cost electrification strategies and technology choices (e.g., covered conductors, pole-mounted transformers, AMI).

5. Stakeholder Coordination

- a. Liaise between ZESCO, regulator, contractors, and affected communities.
- b. Resolve technical disputes related to wayleaves, earthing, or protection coordination.
- c.

QUALIFICATIONS:

Required:

1. **Education:** Bachelor's Degree in Electrical Engineering (Power major)
2. **Registration:** Licensed Professional Engineer (PE) or equivalent (e.g., CEng, Ing.).
3. **Experience:** 8+ years in power distribution engineering, including at least 3 years overseeing donor- or government-funded grants.
4. **Professional Membership:** Member of the Engineering Institution of Zambia and Registered with The Engineers Registration Board of Zambia

Preferred:

1. **Education:** Master's Degree in Energy Systems or Management.
2. **Technical Experience:** Experience with off-grid distribution (mini-grids) or prepaid metering and smart grid technologies.
3. **Industry Knowledge:** Working knowledge of FIDIC, AfDB procurement, or environmental safeguards.
4. **Travel:** This is an office-based hybrid role that will require the ability for up to 40% travel to rural project sites.

Skills & Competencies:

1. Proficiency in distribution planning and design software (e.g., AutoCAD Electrical, PLS-CADD, OpenDSS, or CYME or DlgSILENT Power Factory or PowerGLF).
2. Knowledge of IEEE, IEC, or national distribution standards.
3. Familiarity with results-based financing (RBF) or performance-based grants.
4. **Soft Skills:** Strong report writing, remote supervision, and conflict resolution in resource-limited settings.

To apply: Submit CV and a short cover letter describing your experience managing conditional funding instruments (e.g., grants and service contracts) to humanresources@zamgridco.com. Please specify the role you're applying for in the subject line of your application email.

Only shortlisted candidates will be contacted.

ZamGridCo is an equal opportunity employer. We value diversity and are committed to expanding access to reliable, affordable electricity through innovative, commercially sustainable solutions.