

BU HEAD (LIGHTING)

Job Description

- Leading a team of ~50 top and middle team employees across 10 – 12 states and managing a portfolio of 3 – 4 projects generating ~500 – 800 crores.
- New business expansion through acquisition of private sector and government customers in distributed solar installation projects, LED bulbs, Street lights
- Stakeholder management across top central and state government officials
- Creating, converting and managing strategic partnerships for value proposition expansion, new value-added services and new market entry
- Overseeing pan-India operations, overseeing achievement of completion and revenue targets
- Coaching and growing top team on leadership behaviors, conducting team performance evaluations and overseeing recruitment of technical teams
- Any other work assigned by management from time to time

Competencies

- Vision and strategic thinking with ability to manage financial health of business vertical and maintain P&L responsibility
- Industry networks and access to knowledge partnerships
- Leadership skills and coaching capabilities
- Customer orientation and stakeholder management skills
- Basic competency of trigeneration, solar energy efficiency, smart meters and electric vehicle products and services

BU HEAD (STRATEGIC GROWTH)

Job Description

- Leading a team of ~50 top and middle team employees across 10 – 12 states and managing a portfolio of 3 – 4 projects generating ~500 – 800 crores.
- New business expansion through acquisition of private sector and government customers in trigeneration ESCO solutions, smart meters product aggregation electric vehicle aggregation, and EV charging infrastructure set-up
- Stakeholder management across top central and state government officials
- Creating, converting and managing strategic partnerships for value proposition expansion, new value-added services and new market entry
- Overseeing pan-India operations, overseeing achievement of completion and revenue targets
- Coaching and growing top team on leadership behaviors, conducting team performance evaluations and overseeing recruitment of technical teams
- Any other work assigned by management from time to time

Competencies

- Vision and strategic thinking with ability to manage financial health of business vertical and maintain P&L responsibility
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HEAD OPERATIONS

Job Description

- Overseeing pan-India operations for respective business unit and tracking progress of all projects
- Debottlenecking supply and resource requirement for projects
- Standardizing delivery of services across all regions
- Managing a team of ~40 state heads on daily execution related issues and approvals.
- Any other work assigned by management from time to time

HEAD SALES

Job Description

- Overseeing pan-India sales for respective business unit and tracking progress of all leads
- Creating marketing material, managing all client/customer interactions and responsible for deal closure and contracting
- Building and deploying team of 10 – 12 sales managers pan-India for each business unit and training of teams in customer outbound sales
- Owning revenue targets and directing Cluster Managers to generate local leads
- Any other work assigned by management from time to time

HEAD IT

Job Description

- Drive IT strategy of EESL in alignment with business needs of the organisation.
- Develop the current team of IT professionals at EESL.
- Create roadmap to take IT from the position of support function to 'IT as a service function' within EESL and externally, by creating monetization models to enhance EESL revenue.
- Make IT Services Customer Centric by creating a culture of cross functional interaction with key stakeholders within the organisation.
- Further, the IT head job includes the following day-to-day duties and responsibilities:
 - Conducting timely checks on network and data security.
 - Recognizing and acting on opportunities and key aspects to improve and update software and systems.
 - Designing and preparing training programs and workshops for staff
 - Running regular system audits.
 - Organizing and sharing regular operation system reports with senior staff.
 - Inspecting and determining timeframes for major IT projects including system upgrades, minor and major system updates, migrations and outages.
 - Managing, administering and reporting on allocation of IT budget
- Any other work assigned by management from time to time.

HEAD HR

Job Description

- Prepare systems and processes for all activity related to personnel such as recruitment, retirement, reimbursement, working conditions etc (outside MPA)
- Manage and ensure updation of all databases related to employees
- Provide channels for employees to raise grievances and set up a grievance redressal system
- Ensure that there exist clear job descriptions and KPIs for all employees
- Compile report on ground level culture, motivation and satisfaction level of employees through regular engagement and undertake initiatives for cultural integration of company
- Recruit employees as per requirement
- Manage all legal issues between personnel and company
- Administer and execute all training and development activities
- The HR head is also responsible for identifying potential in employees and rewarding accordingly.
- The HR head is responsible for coordinating with the entire HR department and ensure quality work life of the employees
- Any other work assigned by management from time to time

Competencies

- Detail-orientated
- Must be committed to gender equity and equality.
- Competence in training and development of employees
- Should have the ability to work cooperatively with subordinates, colleagues and supervisory staff at all levels and the ability to mediate conflict in stressful situations.
- Working knowledge of legal and public sector/DPE regulations for employee management
- Working knowledge of HRM IT solutions including but not limited to updated PMS, HRMS, data analytics and Payroll IT solutions
- Ability to generate employee motivation and grievance management systems

CLUSTER HEAD

Job Description

- Leading a team of ~50 top and middle team employees across 3 states and managing a portfolio of 3 – 4 projects generating ~200 crores.
- New business expansion through acquisition of private sector and government customers
- Customer meetings in respective cluster (with private industry, DISCOMS, etc.)
- Overseeing operations of states and ensuring smooth coordination between HR, SCM, Finance and project teams
- Stakeholder management across top state government officials
- Overseeing regional operations, overseeing achievement of completion and revenue targets
- Coaching and growing top team on leadership behaviors, conducting team performance evaluations
- Liaising with corporate office for all requirements of the cluster; updating top management on regular performance of cluster teams
- Any other work assigned by management from time to time