



WE ARE HIRING!

ICLEI is a global network of over 2 500 cities and other subnational governments and their associations committed to building a sustainable future. ICLEI provides technical services, capacity building, networking and global representation opportunities, as well as cutting-edge solutions to its member and network cities and regions, and their communities.

ICLEI's African Head Office, which serves ICLEI's network cities from across Africa for 30+ years, is based in Cape Town (www.africa.iclei.org). ICLEI Africa has established a complementary office in Mauritius, namely the **ICLEI Africa Foundation**, to support and further enable its expanding services and expertise to governments across Africa. ICLEI Africa's footprint stretches across the continent, with staff located in several African countries, from where we serve our Members and implement projects.

Our teams: Our work is conducted by a dynamic and passionate team of well qualified, highly skilled professionals that work with cities and regions to ensure a more sustainable future. As an office that deeply cares for the constituency it works with, the team adheres to a strong set of values. There is a culture and ethos of openness and sharing, where staff are always willing to support each other where they can. There is a diversity of skills and experiences in our team of 80+ staff that spans from those that work internationally at the highest advocacy, diplomatic and technical levels, to those that are driving impact at the local level as experienced practitioners in the fields of urban planning, economics, sustainability, social and environmental science, and engineering. Given the number of languages spoken across the African continent and globally, ICLEI Africa has many bilingual and multilingual staff, and also supports staff development in adding more languages and sustainability skills to their repertoire.

ICLEI Africa has the pleasure of inviting leading and suitably qualified individuals to apply for the positions below, to join our African and/or global teams of dynamic sustainability professionals.

Please forward all of the following to careers.africa@iclei.org by **17h00 (GMT+2) on 1 December 2025**, while noting that candidates may be screened and selected as applications are received during this period. Note also that all of these documents will be treated as strictly confidential and only be used internally in ICLEI for this recruitment process:

- covering/motivating letter
- comprehensive CV
- copy of SA identity document, visa documents to work in South Africa, or in the case of non-South African applicants, a passport or equivalent identification papers proving the capacity to work in the country where the position is based
- available starting date
- current salary
- three current/recent contactable references

Please include the correct reference (REF) in your email subject line and covering letter, to clearly indicate which position you are applying for. All applications should be in English.

No late or incomplete applications will be considered.

A market-related and competitive annual remuneration package (TCOE based) will be offered to successful candidates, taking into consideration qualifications and experience, and the current salary scales of ICLEI Africa. In addition, successful candidates will qualify, as per our HR policy, for retirement and medical aid contributions, as well as home office allowances where applicable.

Candidates should have a fully internet-connected, functional, dedicated workspace at home (a company laptop will be provided).

Good team fit within the ICLEI team and working environment will be a key consideration for all posts.

Applicants who have not been contacted within 90 working days after the closing date of this advertisement should regard their applications as unsuccessful. ICLEI Africa reserves the right not to appoint an individual in relation to any job advert.

We will be processing applications as they are received, and we reserve the right to close this advertisement before the final date stated should we find a suitable candidate. **As such, we encourage candidates to apply as soon as possible.**

NOTE: ICLEI Africa is open to applications for internships in fields relevant to sustainability on an ongoing basis. Please email your CV with a covering letter at any time to the same email address as indicated above.

**Deputy Director:
Sustainable Energy
(24-month fixed term contract position with the potential of renewal)
REF – Deputy Director: Sustainable Energy**

ICLEI Africa is seeking an exceptionally skilled and highly strategic Deputy Director to lead a team of sustainable energy, just transition and climate change mitigation experts and project managers in driving action in African cities. Key to the role is strategically leading the identification and further development of the opportunities available to African cities in the fields of:

- the just and fair transition to clean energy,
- renewable energy,
- energy efficiency, and
- sustainable energy access.

Underlying all of these actions is the objective of reducing inequalities and ensuring that the transition to sustainable energy is just and fair. This position is well-suited for an individual that is acknowledged as a leader in the fields listed above, while also possessing strong leadership, staff mentoring and business development acumen.

This position is based in Cape Town, South Africa.

Candidates, via their applications, should provide evidence of the following experience:

- A strong network and having led collaboration with multi-sectoral stakeholders to unlock scaled actions related to sustainable energy in Africa.
- Proven expertise in leading the planning, initiating, management and execution of a number of multi-year and multi-country projects and programmes, being run simultaneously and with multi-disciplinary project teams.
- Strong business development skills, with proven track-record of developing projects and programmes that are funded, implemented and scaled.
- Proven experience harnessing strategic partnerships for increased direct benefit of projects and programmes for multiple target audience(s), scaling the interventions for wider and deeper impact, and multiple streams of work in partnership with donors and beneficiaries.
- Ability to review highly technical documents and outputs, ensuring high quality delivery on-time and within budget.
- A history of leading stakeholder trainings and facilitating high-level and innovative events – both in-person and remotely – in the domain of sustainable energy.
- Ability to speak to and write up cutting-edge thought pieces related to the field of sustainable energy.
- Experience in unlocking finance for urban sustainable energy projects and programmes.
- Exceptional people management skills and mentoring of highly qualified team members.
- Ability to drive strategy development for maximum impact.

Requirements of this position:

- Relevant postgraduate degree in science, engineering, energy studies, urban development, economics, climate change, or a qualification from an equivalent numerate discipline.
- At least 10 years of work experience (post studies) managing projects, programmes and initiatives; overseeing teams delivering outputs with high quality and within budget and set deadlines, with significant benefit to stakeholders.
- Excellent people and team management skills, and ability to inspire and lead staff members, as well as ensure that service providers procured to deliver work do so with exceptional quality, on time and within budget.
- Recognition as a thought leader in the field of sustainable energy.
- Strong aptitude for working with, understanding and implementing contracts, and their accompanying procurement rules and budgets (excellent proficiency in Microsoft Excel), with strong attention to detail.
- Excellent analytical and succinct writing skills.
- Excellent public speaking and facilitation skills.
- High levels of proficiency in Microsoft Office programmes, especially Excel, Word and PowerPoint.
- Strong diplomacy skills and ability to engage professionally and diplomatically with high-level political and technical officials at all levels within the public and private sector.
- Ability to lead teams that play a knowledge broker/intermediary role between government officials and their counterparts in other sectors, to bridge divides and overcome barriers to scaled sustainable energy action.
- Significant experience in sustainable energy planning, implementation of such plans (including unlocking finance to do so), monitoring and evaluation of impact, with reflection for continuous learning and improvement.
- Willingness and ability to travel extensively within Africa and internationally.

- Innovative and agile individual with a 'can do' attitude who can think on her/his feet, show initiative and drive, and harness well-established networks to further build ICLEI's good reputation and networks across Africa and internationally.
- Proficiency in French, Swahili and/or Portuguese (in addition to English) will be an added advantage.