



THE UGANDA NATIONAL OIL COMPANY LIMITED (UNOC) IS RECRUITING

The Uganda National Oil Company (UNOC) Limited was established under the Petroleum (Exploration, Development and Production) Act and the Petroleum (Refining, Conversion, Transmission and Midstream storage) Act, both of 2013 and incorporated under the Companies' Act, 2012. It is a limited liability company wholly owned by the Government of Uganda.

The overall function of UNOC is to handle the State's commercial interests in the Oil and Gas industry and ensure that the resource is exploited in a sustainable manner.

UNOC now invites applications from persons interested to develop their career with a dynamic and results-oriented Company to occupy the following position:

JOB TITLE : CHIEF OPERATING OFFICER (1 VACANCY)

REPORTS TO : Chief Executive Officer

JOB PURPOSE : The Chief Operating Officer shall be accountable for offering strategic and technical leadership to all the shared technical support functions of UNOC. He/She will be responsible for setting up and offering leadership oversight to centres of excellence for the QHSSE, Supply Chain, IT, National Content and Technical Services Functions.

The detailed job details and application form can be downloaded from UNOC careers portal at <https://www.unoc.co.ug/career-opportunities/>

APPLICATION PROCEDURE

UNOC will ONLY consider applications submitted through her email recruitment.unoc@unoc.co.ug

APPLICATION DEADLINE

All applications should be submitted **not later than Friday 19th January 2024 by 11:59pm EAT.**

NOTE:

- 1) Applicants are required to scan and attach **CERTIFIED** copies of the required academic documents only e.g. Degree, Transcript, Diploma certificates.
- 2) Please forward any enquires regarding this advert to recruitment.unoc@unoc.co.ug

**CHAIRMAN, BOARD OF DIRECTORS,
UGANDA NATIONAL OIL COMPANY LIMITED**



@UNOCLTD



@UNOC_UG



info.unoc@unoc.co.ug



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Plot 15, Yusuf Lule Road, P. O. Box 36316, Kampala

Job Title:	Chief Operating Officer		
Reports To:	CEO	UNOC Job Level	UNOC-2
Supervises:	Direct:	Indirect	
	<ul style="list-style-type: none">• Head of Technical Services• Head of QHSSE• Head of Supply Chain• Head of IT• Head of National Content		
Interacts/Interfaces with:	Internal:	External:	
	<ul style="list-style-type: none">• Heads of Businesses• Other Heads of Functions	<ul style="list-style-type: none">• Joint Venture Partners• Contractors & Suppliers• Regulatory Bodies e.g. NEMA, PAU etc.	
Job Purpose	The Chief Operating Officer shall be accountable for offering strategic and technical leadership to all the shared technical support functions of UNOC. He/she will be responsible for setting up and offering leadership oversight to centres of excellence for the QHSSE, Supply Chain, IT, National Content and Technical (Engineering) Services functions.		
KEY RESPONSIBILITIES	SPECIFIC ACTIVITIES		
1. Strategy development & execution	Provide strategic oversight for the definition and establishment of centres of excellence for key shared business support services functions such as QHSSE, Supply Chain, IT, National Content and Technical (Engineering) Services.		
	Work closely with the Heads of the respective Technical Functions to define standards of practice based on Oil & Gas industry standards.		
	Define strategic and operational philosophies to guide delivery within the respective technical functions and engage with other EXCO members to ensure that these philosophies are integrated across the organization.		
	Participate in the formulation and execution of the Vision and corporate level strategic plans, including those for business development, financial management and operating efficiency.		
2. Technical Leadership	Guide the development and execution of operational plans and budgets for the relevant functions under Operations and report on their performance.		
	Accountable for offering technical and leadership oversight for the delivery of all routine operational activities as well as key projects under the Operations Functions.		

	Guide the internal and external benchmarking processes for the set up and definition of operating procedures, guidelines and standards for the functions under Operations to ensure that each function evolves into a recognisable centre of excellence
	Ensure that the shared technical services functions provide the necessary level of support to the key business units by providing the necessary technical support in keeping with Oil & Industry standards in a timely manner and within budget.
	Accountable for effective utilization of budgets and other resources and assets under the respective functions.
	In this senior role, provide technical input and guidance in the development of companywide plans and budgets and overall company assets management
	Be accountable for maintenance of project schedules and monitoring of value and work done
3. Stakeholder Management	Participate in the development and execution of the Company's stakeholder engagement strategy for projects and initiatives under the Operations Function.
	Engage with both internal and external stakeholders to ensure effective delivery of the Company's mandate in line with the Company's stakeholder strategy and plan
4. Staff Management & Development	Provide leadership to the team and ensure effective talent management, development, and retention.
	Enhance and promote the Company's corporate culture, values and brand.
	Work with the Human Resource Department, other Executives, and create a Talent pipeline of Engineers to ensure sustainability for UNOC needs.
	Work with the Functional Heads to guide staff training and development and ensure that the Company has sufficient succession coverage for all the technical disciplines under the Operations functions.
Person Specification	
Education & Training	<ul style="list-style-type: none"> • Masters degree in Earth Sciences, Petroleum Studies, Geosciences, Engineering, Law, Economics or Masters in Business Administration. • Honors bachelor's degree in Earth Science, Engineering, Petroleum Studies, Geosciences, Law, Economics or any other relevant bachelor's degree, from a recognized university.

	<ul style="list-style-type: none"> • Post Graduate Qualifications or certification in all or any of the following: Project Management (PMP), Quality Management Systems, HSSE or other relevant certification shall be an added advantage.
Skills & Experience	<ul style="list-style-type: none"> • Must have at least 12 years relevant working experience. • At least five (5) years demonstrable experience at a senior leadership level in an Organization/Company with diverse professionals. • Demonstrable experience in managing Projects in the Oil & Gas Sector or a busy Manufacturing or Construction Setting. • Demonstrable lateral management experience at a senior level including functional leadership of more than one discipline.
Core Competences	<ul style="list-style-type: none"> • Ability to make recommendations to the CEO and the Board on proactive solutions to resolve project performance and quality of service problems. • Ability to adapt and to represent the company in discussions, negotiations and meetings with contractors, partners and regulatory authorities. • Ability to effectively lead and manage multi-disciplinary engineering or technical teams. • Be commercially astute and possess sound negotiation skills, combined with strong understanding of the oil and gas value chain. • Strong skills in stakeholder management and institutional building will be vital in working with Internal Stakeholders, Government Leadership, International oil companies and any other Partners. • Strategic Leadership & Management • Project planning and Management • Implementation of Quality Management Systems • Complex Decision Making • Knowledge of Oil & Gas Industry standards • Organisational Development • QHSSE Leadership.