

Job Description – Social Team Lead

Project Context:

Ruzizi III Energy Ltd (REL) is responsible for developing, constructing, and operating the 206 MW Ruzizi III Regional Hydropower Project on the Ruzizi River.

The Project is a flagship regional Public-Private Partnership involving the Republic of Burundi, the Democratic Republic of Congo, and the Republic of Rwanda (together the Contracting States) on the public side, and Industrial Promotion Services and TotalEnergies (together the Sponsors) on the private side.

Having completed early development, the Project aims to begin construction in 2026. More information about the Project is available at: www.ruzizi3.com.

Objectives:

The Social Team Lead will lead REL's social functions and work closely with other members of the Environmental & Social (E&S) Team to:

- Provide leadership to the Social Team and manage all social activities during development and construction, whilst ensuring effective management of impacts and risks.
- Develop and manage the Social Team.

Reporting Lines

- Reports to: E&S Director
- Manages: Social Team and consultants

Key Responsibilities

Leadership & Management

- Lead, grow, and manage REL's Social Team and consultants during development and construction.
- Develop and manage an annual budget for the Social Team.
- Plan and carry-out all required social activities, including resettlement, compensation, livelihood restoration, grievance management, community engagement, Gender-Based Violence Harassment (GBVH), monitoring, human rights, security and labor aspects.
- Oversight and monitoring of consultants and any supplemental social assessment that might be required.
- Oversight and monitoring of the EPC Contractor.
- Lead reporting both internally and externally.
- Support other E&S team activities as required.

Compliance & Risk

- Ensure preparation and delivery of all E&S studies, including ESIA/RAP, and supporting reports, for approval by Contracting States and lenders.
- Oversee development and implementation of all required social management plans and procedures, including:
 - Stakeholder Engagement Plan (SEP)
 - Grievance Mechanism
 - Resettlement Action Plan (RAP)
 - Historically Marginalized Peoples Development Plan (HMPDP)
 - Livelihood Restoration Plan (LRP)
 - Influx Management Plan
 - Chance Finds
 - Others as necessary
- Conduct regular social risk assessments and ensure compliance with regulatory and lender standards.

Land Acquisition & Community Engagement

- Manage the Project's land acquisition and resettlement process, including RAP implementation, monitoring and livelihood accompaniment.
- Manage stakeholder engagement with local authorities and affected persons and ensure an effective Grievance Redress Mechanism.

External Relations

- Represent REL on E&S matters with Contracting States, authorities, lenders, advisors, partners, and stakeholders.
- Provide clear and timely communication to maintain stakeholder trust and support.

Duration & Location

- Commencing in Q4 2025, with an initial two-year appointment through Financial Close and the start of construction.
- Based in Kigali, Rwanda during development, and relocating to the Project site during construction.
- Regular national and regional travel required.

Qualifications & Competencies

- A Bachelor's degree in sociology, anthropology, international development, or related field.
- At least 10 years' relevant experience in large infrastructure projects, with experience in hydropower projects preferred.
- At least 5 years' experience in similar leadership roles.

- Demonstrated experience in resettlement, RAP implementation, community engagement in complex environments, grievance management, labour issues, cultural heritage.
- Experience working with vulnerable groups, indigenous and marginalized peoples, women and youth a strong plus.
- Proven track record of managing projects funded by development banks and ensuring compliance with their standards.
- Strong leadership, communication, and stakeholder management skills.
- Ability to work independently and also collaboratively.
- Strong analytical, computer, and reporting skills.
- Fluency in English; proficiency in French preferred. Knowledge of Kinyarwanda/Kirundi and/or Swahili highly desirable.
- Priority will be given to qualified and experienced nationals of Burundi, DR Congo, or Rwanda.

Application

Please send a cover letter detailing your relevant competencies and qualifications, along with your curriculum vitae (CV) (in English and as a searchable PDF format) to jobs@ruzizienergy.com by 27 October 2025.