

Chief of Unit, Programmes & Project Implementation

(P4*) – This is a 2-year contractual role – mutual renewal subject to terms and conditions.

This is a historic space in time for ISA as it steers the global energy transition. Do you see yourself leading and shaping the program implementation for solar power globally? Can you envision transformation through programs that lock in emissions for decades to come? Then this exceptional opportunity may be for you.

Your New Organisation

The International Solar Alliance (ISA) is an international organisation, co-founded by France and India. The ISA is a 124-member-state organisation, headquartered in Gurgaon, National Capital Region of India. At ISA, we strive to transition and transform the energy sector from a fossil-based to a zero-carbon solar energy source. We are establishing a dedicated cooperation platform among member countries where the global community, including bilateral and multilateral organizations, corporates, industry, and other stakeholders, can positively contribute to the solar energy transition. We are helping our Member States meet their energy needs in a safe, convenient, affordable, equitable, and sustainable manner.

ISA has embarked on a new strategy – “Ambition to Action”. The new strategy at ISA involves its targeted participation with select countries and regions across three levels:

1. Getting supportive policy and regulatory framework in place
2. Build a pipeline of investible projects by private sector
3. Financial innovation for attracting commercial capital

This is achieved by the four delivery pillars working in synergy with each other:

1. Catalytic Finance Hub
2. Global Capability Centre & Digitization
3. Regional and Country-level Engagement
4. Technology Roadmap and Policy

Your New Role

The Chief of Program and Project Implementation is a strategic leadership role responsible for overseeing the planning, execution, and delivery of the

organization's projects globally across utility scale solar, distributed solar energy, energy storage, e-mobility and productive use appliances especially in agriculture.

This senior executive will ensure that all initiatives align with the organization's strategic goals, are delivered on time, within scope, and within budget, involves scaled private sector participation, while maintaining the highest standards of quality and impact. The position requires a transformational leader capable of fostering innovation, driving operational excellence, and managing complex multi-stakeholder project opportunities in a fast-paced, global environment.

Are you a visionary leader passionate about shaping the future of sustainable energy? The International Solar Alliance (ISA) is seeking a dynamic and strategic Program and Projects Director to spearhead the design, implementation, and delivery of critical programs and initiatives that accelerate the global transition to solar energy.

Reporting directly to the Director-General or an Assistant Directed General, this influential role will involve leading a diverse team of professionals—including international and national officers, regional and sector specialists, and general service staff—to drive impact across ISA member countries.

Your Broader Scope of Work (but not limited to)

- Develop the strategic vision and plan for the PPIC unit, including the delivery roadmaps in priority countries of Country Partnership Frameworks that currently include Ethiopia, Mauritius, Bhutan, Sri Lanka, Cuba, Grenada, along with platform of SIDS countries.. The programs in these countries would range from advisory services on policy and regulatory reforms, project preparation for utility scale solar and DRE programs, designing policy and programs for e-mobility and storage.
- Bring substantial understanding of requirements of the private sector and conducive policy & regulatory environment for it.
- Ensure all deliverables are delivered well within the agreed deadlines.
- Take full leadership accountability for managing and driving program/ individual projects.
- Conduct a global review of the current ISA Programmes, projects, activities, Task Force and Support Group Committees and implement an annual work plan for the programmes.
- Define for each programme a set of projects and activities to be taken in a coordinated manner by Member Countries and relevant partner international organizations and public and private stakeholders.
- Ensure that Programme implementation operates efficiently, effectively and with value for money as approved by the Assembly in the Work Plan.
- Establish and oversee the implementation of divisional and individual annual workplans, objectives, performance measurements, standards, and

budgets; and monitor results against expected performance under the allocated programmes and projects.

- Provide oversight to development and implementation of training and skills enhancement modules related to Programmes and ISA's programmatic support to member countries.
- Lead the team of PPIC inspiring staff for delivery programs as per agreed key performance indicators.
- Promote quality standards, harmonization and synergy with other divisions across ISA, for instance, for the dissemination of recommended practices etc.
- Organization and leadership of Programme and project reviews and evaluations.
- Support the development of a knowledge system for synthesis of lessons learned and best practices of policy and programme relevance.

Any other specific or strategic tasks and responsibilities assigned by the Assistant Director- General and Director-General of ISA

Education

Advanced university degree (Master's degree or equivalent degree) in Engineering, including Energy Management, Public Administration. Experience of working in technical roles in private sector, managing areas such as Engineering, Procurement and Construction (EPC) and related tenders, is encouraged.

What you will need to succeed

- A minimum of 15 years of experience in a multilateral organization (including UN), Government, public sector, private, academia, non-governmental sector, and corporate), with increasing responsibility in developing policies and programs internationally.
- At least 5 years from the above experience requirement will have been at a P4 level equivalent (UN Common System) – preferably managing project action (real time) internationally. This should have been within the solar sector.
- Proven experience in leading implementation teams and providing policy advice
- Demonstrated track-record of excellence in delivering the work programme of complex institutions.
- Demonstrated performance and experience in implementation of energy efficiency/ renewable energy projects.
- Ability to mobilize support from a wide range of partners (public, private, academic, civil society, business community leaders).
- Passion for development sector work in a multilateral environment with special emphasis on enabling private sector projects
- Private sector agility and comfort with a highly performance driven structure
- Strong interpersonal and team leadership skills

Languages & IT skills

The role demands substantial writing and verbal communications skills. As English is the official and working language of the Organization, excellent command of both written and spoken English is required. Knowledge of other languages (i.e., French, Spanish and Arabic) would be an advantage. The role demands substantial writing and verbal communications skills.

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Satisfactory skills in Outlook, MS Office products, and experience with the various ERP systems required to manage this role is required.

Your Place of Work (if successful with the recruitment process)

This role will be based out of the Secretariat of the ISA, Gurgaon, Haryana State, or at the ISA's facility in Delhi, India or any other facility deemed necessary by the ISA.

Your pay and benefits

The ISA offers a competitive remuneration package (salary and benefits) guided by the UN Common System; ISA aims to become an employer of choice. Consequently, ISA offers competitive salary and benefits.

At ISA, we value a diverse, inclusive workforce and provide an equal employment opportunity for all our employees and applicants. We will consider all qualified applicants without regarding an individual's race, colour, gender/gender expression/orientation, and religion.

The ISA seeks to obtain and retain a staff reflecting its geographical representation and diversity and as such, primarily prefers and recruits staff from its member countries. The ISA maintains a retirement age of 65 years.

Applications close: 21 August 2025 at 12 midnight IST

- Please **apply** in confidence by email: careers.isa@talenttribeconsulting.com Your application should include a cover letter no more than 2 pages and your CV. Further information on the recruitment process, the guidelines etc can be found under the weblink: <https://isolaralliance.org/careersatisa/vacancies>

* <https://info.undp.org/gssu/onlinetools/SalCalcLocal/SalCalcLocal.aspx>