

ASSOCIATION OF POWER UTILITIES OF AFRICA (APUA)



Notice of Expression of Interest (EOI)

Selection of a firm to support the Association of Power Utilities of Africa (APUA) for the recruitment of a new Director General

September 2026

ASSOCIATION OF POWER UTILITIES OF AFRICA (APUA)**NOTICE OF EXPRESSION OF INTEREST N°02/ASEA/2026
FIRM CONSULTING SERVICE****Selection of a firm to support the Association of Power Utilities of Africa (APUA) for the recruitment of its new Director General**

Notice publication date: September 17, 2026

1. The Executive Committee of the Association of Power Utilities of Africa (APUA), in accordance with its statutory provisions, wishes to recruit an independent consulting firm for the recruitment of a new Director General following the end of the term of office of the outgoing Director General.

The Association's Executive Committee is seeking to engage a reputable recruitment firm or consulting firm with proven expertise in the recruitment of senior-level professionals to design and implement a transparent, competitive, and merit-based selection process.

2. The Firm's main task will be to conduct candidate assessment tests, after which a shortlist of the top six (6) Utilities candidates will be presented to the APUA Executive Committee (see terms of reference of the mission).

3. The firm will work closely with the ad hoc selection committee in the following steps:

Step 1: Preparation of the general and specific assessment test modules;

Step 2: Conduct the tests;

Step 3: Preparation of detailed evaluation reports for each candidate and the proposal of the six (6) best candidates to the Recruitment Committee at a meeting convened for this purpose;

Step 4: Preparation and facilitation of interviews with the Executive Committee for the assessment and selection of the three (3) most suitable candidates.

4. The period envisaged for the start of services is November 2026.

5. The APUA Executive Committee invites interested firms to submit their proposals to provide the above-mentioned services. Firms must provide information on their capacity and experience demonstrating that they are qualified for the assignment (Company presentation, brochures, similar references, curriculum vitae, etc.)

6. The selection procedure will be carried out according to the Consultant Qualification (CQ) method.

7. The applicant firm must have the following profile:

- **General experience:** Minimum 10 years of experience in human resources management or recruitment consulting;

- **Specific experience:** Successfully conducted at least 5 similar executive recruitment assignments (CEOs, Deputy CEOs, Secretaries-General) in the past five years;
- **References:** Certificates of successful completion of similar assignments;
- **Team:** Senior consultants with expertise in evaluation techniques and corporate governance.

8. The application file must include:

- A signed submission letter;
- The presentation of the firm (statutes, organization, human and material resources);
- References for similar assignments (certificates or extracts from contracts);
- Concise CVs of the team dedicated to the assignment.

9. Expressions of interest should be submitted to APUA headquarters in a sealed envelope or electronically no later than **30 September 2026 at 5 p.m.** (local time) and expressly marked "Selection of a firm in support of the Association of Power Utilities (APUA) for the recruitment of the new Director General of APUA" to the attention of:

Mr. Director General of the Association of Power Utilities of Africa (APUA) located in Deux-plateaux les vallons 3rd tranche Lot 1761 - Abidjan 06 BP 1444 Abidjan.
secgen1@apua-asea.org copy to hichem.jemai@apua-asea.org
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