

## Chief Executive Officer

### Position Details

<b>Job Title</b>	CEO	<b>Grade/Level</b>	C- Level
<b>Business</b>	Widgets Engineering Inc.	<b>Function</b>	NA

### Reporting Relationships

<b>Reports to</b>	<b>Reportees</b>
Board of Directors	COO, Head of Finance, Head of Sales & Marketing, <HR>, Executive QA

### Position Requirements

Education Background	Experience	Industry Specific Experience
Degree in Mechanical or Civil Engineering preferably with a post graduate qualification in Management	About 25+ years of experience of which the past 2-3 years should have been in a similar capacity or a senior management position	Exposure to large Sri Lankan or Multinational EPCs. Those with CEO level exposure in other industries could also be considered

### Other Requirements

### Purpose

To design, develop and drive strategies for Widgets Inc so as to achieve the objectives of revenue, growth, market share, profitability, and organization branding .

### Responsibilities

1. Design, and develop appropriate strategies which will help drive organization to compete effectively in a highly competitive EPC market environment, while achieving its objectives of revenues, and profitability.
2. Scan and identify potential opportunities for Joint Ventures, take over and/or strategic alliances to augment organizational delivery bandwidth and/or to drive profitability.
3. Along with corporate, carry out due diligence of the identified entities and on deal closure, ensure effective integration with the organization.
4. Develop appropriate strategies and tactics to enhance organizational brand both within the group and across to outside clients.
5. Direct and supervise the business development and operations team to ensure that there is a healthy pipe line of work orders/projects
6. Provide required guidance and support to the Operations and Bidding team in quoting for large and prestigious projects.

7. Nourish relationships with Key Accounts – both in the private and public sector which help org. to upsell and cross sell.
8. Review and monitor Operations (Project Execution/delivery) to ensure delivery adherence, client satisfaction, employee engagement, safety, cash flows and profitability.
9. Ensure that across categories (civil) the organizational ratings increases and that it becomes a eligible vendor for all (identified categories) of Govt and non-govt tenders.
10. Review with Finance on a regular basis for effective working capital and cash flow management.
11. Ensure effective and timely closure of all legal and statutory issues/matters and that
12. Drive safety and environment practices and ensure zero incidents across the enterprise/projects
13. Map, in conjunction with appropriate internal stakeholders, business and operations risks and ensure that they are appropriately mitigated
14. Plan and implement Human Capital enhancing strategies, along with Corporate HR and SBU HR, which will ensure attracting and retaining best of the talent

**KRAs & KPIs**

<b>KRA</b>	<b>KPI</b>	<b>Unit of Measurement (UoM)</b>
<b>Revenues</b>	Civil	
	- Private	USD (in Millions)
	- Govt	USD (in Millions)
	Non-Civil	USD (in Millions)
	Value Added /Other Services	USD (in Millions)
<b>Net Margin</b>	Civil	% of Revenue
	Non-Civil	% of Revenue
<b>Strategic Growth</b>	# of Partnerships	# of Partnerships
<b>Customer Satisfaction</b>	Repeat Business /New Business	# of New clients Revenue USD (Mil) from New Clients
<b>Compliance</b>	NCR in internal audits	# of NCR
	SHE Audit NCRs	# of NCR,% change YoY
<b>People Development</b>	Number of key development initiatives	# of Critical positions Identified for SP Target vs actual # of initiatives
<b>CSR</b>	Number of initiatives	# of initiatives

### Competencies Required

Functional Competencies	Behavioural Competency
<ul style="list-style-type: none"><li>• Project Management</li><li>• Financial Management (basic)</li><li>• Contract Management (intermediate)</li><li>• Construction Mgmt</li><li>• People/Talent Management</li></ul>	<ul style="list-style-type: none"><li>• Leadership</li><li>• Communication</li><li>• Planning &amp; Organizing</li><li>• Interpersonal skills</li><li>• Negotiation Skills</li></ul>

SAMPLE  
For Illustration  
only