

Managing Director, Energy Project Millennium Challenge Account-Belize (MCA-Belize)

About MCA-Belize

The Government of Belize (GoB) and the Millennium Challenge Corporation (MCC) signed a US\$125M grant agreement on September 4, 2024. MCC is a U.S. government agency focused on assisting countries and is dedicated to good governance, economic freedom, and investing in people. The goal of the Compact is to reduce poverty through economic growth in Belize by implementing an Education project and an Energy Project. The Compact is expected to enter into force in 2026 and be implemented over five years. The Parliament of Belize established an independent executing agency called the Millennium Challenge Account - Belize (MCA-Belize) to undertake the rights, obligations, and responsibilities of the Government of Belize under the Compact. The MCA-Belize is located in Belize City.

Managing Director, Energy Project

Position Objective

The Managing Director, Energy Project will oversee the overall program function of the energy project. Under the direction of the Executive Director, the Managing Director will be responsible for the day-to-day management of the energy project and cross-cutting sector activities to ensure the achievement of Compact's targets. The position leads and communicates all key decisions regarding the final design and implementation of activities under the project. In addition, the Managing Director builds collaborative relationships with project stakeholders, provides contract management, ensures the quality of goods and services received, and oversees the timeline and budget to certify alignment with Compact requirements. The Managing Director will be expected to carry out the following primary responsibilities:

Compensation

The basic salary for this position is between \$11,232.00 and \$13,759.00 BZD per month. Qualified candidates will be offered the minimum of the pay band, with opportunities to advance within the pay band based on performance. In exceptional cases, a candidate may be placed above the minimum based on prior experience and salary history, in compliance with MCA HR Policy. MCA-Belize also provides comprehensive benefits, including an allowable relocation cost for a foreign resident of up to a maximum of \$5,000.00 USD. NOTE: *This position does not include expat benefits.*

Responsibilities

- Support and advise the Executive Director on a range of issues, including the status and performance of the Energy Project activities, risks, impacts of risks, progress on milestones, and timeline impact for all investment activities, budget updates, and their compliance with MCC requirements and applicable local standards.
- Lead MCA-Belize's efforts to manage and implement the Energy Project as an effective organization with adequate capacity and an effective process to oversee operations and management of the energy sector in Belize. The Managing Director will be accountable for managing all aspects related to the energy sector activities.

- Develop and monitor detailed implementation plans and budgets for the Energy Project, including identification of resource requirements, key milestones and project critical path, and regular reporting on status.
- Develop and apply a risk management plan to proactively identify and mitigate risks to project implementation. A risk matrix will be included in regular reporting.
- Provide technical inputs for the procurement of contractors to implement the energy project, including development of terms of reference (TORs) or statements of work (SOWs), review of bidding documents, and participation on evaluation panels.
- Manage all project contracts and contractor performance through regular, proactive engagement to ensure proper monitoring of work plans, review of deliverables, and troubleshooting to enhance contractor engagement with project partners and beneficiaries. Review contractor deliverables, invoices, and other documents, and coordinate approvals and processing with the Director of Administration & Finance.
- Establish and maintain relationships with stakeholders at key power sector institutions, including the Belize Electricity Limited (BEL), Ministry of Public Utilities, Energy, Logistics, and E-Governance (MPUELE), and Public Utilities Commission (PUC), to ensure effective coordination of the Compact Program.
- Organize and participate in meetings of the Energy Sector Steering Committee that will coordinate power sector initiatives and reforms, including support for logistics and agenda-setting, ensuring attendance by key stakeholders, participation in meetings to advance Compact Program initiatives, and follow-up on action items.
- Engage stakeholders through meetings and facilitate dialogue to address areas of disagreement and overcome bottlenecks in program implementation.
- Provide clear, regular updates on implementation progress to the management and Board of MCA-Belize and MCC and develop required reports. Contribute to and participate in public outreach activities.
- Contribute to the development of an Environment and Social Management System for MCA-Belize, following MCC Environmental Guidelines and [IFC Performance Standards](#), and ensure proper management and oversight of environment, health, and safety issues on the project.
- Engage with other MCA-Belize and MCC staff to effectively address cross-cutting implementation and oversight responsibilities, including monitoring and evaluation (M&E) and any emerging health, environment, and safety management issues.
- Perform other tasks and responsibilities as requested by the Executive Director.

Required Competencies

- Master's or other advanced degree in one or more of the following fields: Public Policy/Administration, Engineering, Economics, or another relevant field.
- Minimum ten (10) years of experience leading energy projects, preferably in an international context, including experience with donor-funded projects.
- Relevant experience with public policy in Belize. Knowledge of GoB processes and organizational dynamics and understanding of policy reform processes.
- Deep familiarity with key issues in the delivery of public utility services with a strong preference for a background in the electricity/power sector, including understanding of financial flows and sustainability, sector planning, and private sector participation.
- Proven ability to maintain relationships with government and/or parastatal agencies to ensure smooth implementation of compact program activities. Strong diplomatic relationship management skills.

- Experience in integrating environmental and social performance standards and best practices into a large energy project.
- Demonstrated professionalism, good judgment, and leadership skills.
- Proven ability to work in a national and international context with multidisciplinary teams and institutions on complex projects with many moving parts.
- Excellent verbal and written communication skills.
- Flexibility to work, as may be necessary, outside normal work hours to meet the needs of the position.
- Strong computer skills (MS Office, internet). Familiarity with MS Project or similar software is a plus.

Preferred Competencies

- Experience working in Belize.
- Experience working on variable renewable energy.
- Project management certification.

How to Apply

To submit applications, please email hr@mcabelize.gov.bz. The following documents should accompany your application:

1. Curriculum vitae containing detailed work experience.
2. Cover letter confirming interest and availability.
3. Soft copies of higher education and professional certificates, as applicable.

Applications can be submitted via email **with the subject: Vacancy - Managing Director, Energy Project**, to the address above. The closing date for receiving applications is Friday, November 28, 2025.

Only **applications received through the email above will be considered**. Any application received through any other channels will not be considered. Only shortlisted applicants will be contacted for interviews.