

Short Introduction of ECoS

(Energy Commission of Sabah)

Energy Commission of Sabah (ECoS) will be a new statutory body of the state government in regulating the energy sector in the state of Sabah

Main function and roles of Energy Commission of Sabah

To license public utilities for the transmission, wholesale supply, distribution and sale of electricity and natural gas; and
To enable the efficient development and utilization of energy resource for the state of Sabah.

The main roles of ECoS are namely Economic Regulation, Technical Regulation and Safety Regulation:

Economic Regulation

To promote economy in the generation, transmission, distribution, supply and use of electricity and in the reticulation and use of gas; promote competition; enable fair and efficient market conduct and prevent the misuse of monopoly in the electricity and piped gas industries.

Technical Regulation

To ensure security, reliability, efficiency and quality of supply and services in the electricity and piped gas supply industries.

Safety Regulation

To protect the industry, consumers and public from dangers arising from the generation, transmission, distribution, supply and use of electricity and the distribution, supply and use of piped gas.

Position: Chief Operating Officer (COO)

Job Descriptions

- The COO will be reporting directly to the Chief Executive Officer and responsible for the Commission's operations, in the technical and safety regulation of the energy industry in the state.
- The COO is a member of the Commission's Top Management, who is responsible for maintaining and driving operational results within the Commission. The COO works closely with other members of the Senior Management team like the CEO, Deputy CEOs and Departmental Directors.
- **Strategy:** Working closely with the CEO and Top & Senior Management executives to direct and implement effective organizational strategies, playing a fundamental role in shaping the future of the Commission and ensure a robust and dynamic regulated framework for the energy industry in the state.
- **Operations:** Achieving operational excellence by overseeing the execution of the Commission's regulatory enforcement functions, energy industry operations, regulatory safety & monitoring functions, leading role in the implementation of the processes and procedures effectively, and ensure strict compliance to legal guidelines and Commission's policies
- **Management:** Leading, managing and facilitating key departments and teams across industry operations, safety & monitoring, enforcement & regional operations
- **Financial:** Working closely with CEO to plan financial milestones, manage revenue collection and ensure adherence to set targets
- **Reporting:** Providing reports on operational and financials metrics to CEO

Qualifications & Requirements

- 15+ years of experience in a senior role within the energy sector, with a thorough understanding of the energy industry and its operations
- Proven experience as Chief Operating Officer or relevant role
- Recognized engineering qualifications (ST Competent Engineer for 33kV and above or relevant gas competency is an advantage)
- Demonstrable competency in operations management, strategic planning, business development and change management
- Working knowledge of energy legislations and regulation, within Malaysia and/or the region
- Working knowledge of data analysis and performance/operation metrics
- High integrity and excellent work ethics, with strong sense of responsibility, commitment and discipline
- Exceptional management, stakeholder engagement, negotiation skills and adept in achieving robust operational and financial results
- Proven leader with experience of building, evolving and motivating a high performing team
- Excellent analysis and aptitude problem solving, decision making, negotiating and influencing skills
- Strong organizational skills; ability to accomplish multiple tasks within the agreed upon timeframes through effective prioritization of duties and functions in a fast-paced environment.
- Exceptional communication, interpersonal and public speaking capabilities
- Bachelor in Engineering or BSc or relevant field; MSc/MBA is a plus
- Excellent command of both written and spoken Bahasa Malaysia and English

Unit Tenaga Negeri Sabah



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Position: Deputy Director, Gas Licensing & Compliance

Job Descriptions

- The Deputy Director shall report directly to the Director of Industry & Operations
- Responsible in supporting the Commission's function in balancing the interest of the consumers and the industry, by executing the following activities:
- Licensing, certification, inspection, monitoring, including investigation and enforcement where necessary to ensure compliance with gas supply legislations.
- Promotions and stakeholder's engagement on gas safety, reliability and efficiency
- Monitor the performance of gas licensees during the period of approved licence
- Analyze and prepare gas facility licensees' annual technical and financial performance report
- Undertake all other related works in operational regulation compliance including ad hoc data analysis and reporting or special projects as needed
- Assist in the review and recommend regulatory policy on gas pricing, gas facility tariff and charges

Qualifications & Requirements

- Recognized Bachelor's Degree in Engineering, Oil & Gas or energy-related fields.
- Minimum seven (7) years' experience in the energy or gas supply system or related areas.
- The following additional knowledge / experience will be an added advantage:
 - Registered as a member of relevant recognized professional bodies.
 - Knowledge in the energy or gas supply regulatory matters.
 - Planning or analysis of oil & gas industry, gas pipeline and energy systems.
 - Project management. Risk Management.
 - Well versed in Microsoft Office applications
- Resourceful, with good interpersonal and analytical skills.
- High integrity and excellent work ethics, with strong sense of responsibility, commitment and discipline
- Highly results driven with a strong sense of urgency
- Highly developed organizational skills, capable of managing multiple priorities
- Excellent analysis, problem-solving, decision-making skills
- Strong communication and leadership skills with effective interpersonal and people management skills
- Ability to work under pressure and with all levels of organization/ society
- Assertive and at the same time diplomatic and tactful; and meticulous in their work, with strong attention to details
- Fluent in spoken and written Bahasa Malaysia and English
- Below 50 years old

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Position: Deputy Director, Strategy & Policy Development

Job Descriptions

- The Deputy Director shall report directly to the Director of Strategy.
- Responsible in developing, monitoring and aligning strategic objectives, business plan and key performance of the Commission, with the relevant Government policies and regulations.
- To cultivate the culture of innovation and continuous improvements in the Commission.
- Overseeing the process of policy and strategic plan development, implementing policy research and analysis strategies.
- Overseeing and participating in the development of reports, documents, briefings and surveys.
- Coordinating consultation engagements with Government departments and external stakeholders on policy development and implementation
- Establishing the Commission's policy processes and accountabilities and coordinating policy implementation and review

Qualifications & Requirements

- Recognized Bachelor's Degree in Finance, Accounting, Engineering or other related fields of study.
- Minimum seven (7) years' experience in the energy, or electricity, or oil & gas industry or related areas.
- The following additional knowledge / experience will be an added advantage:
 - Registered as a member of relevant recognized professional bodies.
 - Knowledge in electricity or gas supply regulatory matters.
 - Planning or analysis of oil & gas industry, gas pipeline and energy systems.
 - Risk Management, Project management.
 - Well versed in Microsoft Office (e.g. Word, PowerPoint, Excel) applications
- Resourceful, with good interpersonal and analytical skills.
- High integrity and excellent work ethics, with strong sense of responsibility, commitment and discipline
- Highly results driven with a strong sense of urgency
- Highly developed organizational skills, capable of managing multiple priorities
- Excellent analysis, problem-solving, decision-making skills
- Strong communication and leadership skills with effective interpersonal and people management skills
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Position: Commission Secretary

Job Descriptions

- The Commission Secretary will be reporting directly to the Chairman and CEO.
- Responsible to advise and oversee the registration and governance of the Commission
- To advise the Commission on the corporate structure, good corporate governance as well as any other corporate & legal procedures involving the Commission
- To ensure the commission abide to the relevant laws, rules and regulations and prevailing Government's circulars and orders
- To ensure the documentation of the Commission's minutes of meeting and resolutions, which includes the preparation of meeting agenda, ensure meeting are properly called, constituted, and carried out in accordance with the law of the meeting, as well as prepare the minutes and follow up on the decision made as instructed.
- Execute all matters in relation to the Commission and the Commission members in order to ensure observance of applicable governing documents and mandate.
- File all statutory documents and maintain statutory registers in ensuring compliance with applicable laws
- Maintain secretarial records of the Commission, and maintain the company's statutory books and documents
- Circulate Commission/Management papers to the members within the requisite time period, and ensure proper communication of decisions made to the interested parties

Qualifications & Requirements

- Professional certification: Certified Company Secretary (ICSA or equivalent). Degree in Law or Accountancy is a plus.
- Member of professional secretarial bodies such as Malaysian Association of Company Secretaries or other equivalent professional bodies
- Knowledge of Microsoft Word, Microsoft Excel, Microsoft PowerPoint and PDF programs for efficient execution of assigned tasks
- Minimum five (5) years' experience in corporate secretarial functions or related areas.
- Able to handle general administrative duties related to company secretarial functions
- Resourceful, with good interpersonal and analytical skills.
- High integrity and excellent work ethics, with strong sense of responsibility, commitment and discipline
- Highly results driven with a strong sense of urgency
- Highly developed organizational skills, capable of managing multiple priorities
- Excellent analysis, problem-solving, decision-making skills
- Strong communication and leadership skills with effective interpersonal and people management skills
- Ability to work under pressure and with all levels of organization/ society
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Job Descriptions

Position: Deputy Director, Electricity Planning & Development

- The Deputy Director shall report directly to the Director of Economic Regulation, Industrial Planning & Development Department
- Responsible in supporting the Economic Regulation, Industrial Planning & Development Department's function in the short-, medium- and long-term planning for the electricity sector by leading and executing the following activities:
 - Carrying out the development and review of relevant plans, proposals and documents on generation capacity planning, electricity transmission and distribution network planning & development;
 - Carrying out the review and analysis of new proposed electricity industrial planning and projects;
 - Analyse and prepare relevant progress performance report on electricity planning & development;
 - Prepare relevant information to update stakeholders on electricity planning & development;
 - Propose new or recommend review of regulatory policy on electricity industrial planning & development;
- Undertake all other related works in the Economic Regulation, Industrial Planning & Development Department including ad hoc data analysis and reporting, or special projects as needed

Qualifications & Requirements

- Recognized Bachelor's Degree in Electrical or Mechanical Engineering, or energy-related fields.
- Minimum seven (7) years' experience in the energy or electricity supply system or related areas.
- The following additional knowledge / experience will be an added advantage:
 - Registered as a member of relevant recognized professional bodies.
 - Knowledge in power generation, transmission and distribution network systems.
 - Planning or analysis of electricity and energy system such as capacity planning based on normal, seasonal and other requirements
 - Experience/trained in software simulation and analysis for capacity planning (Plexos)
 - Well versed in Microsoft Office applications
- Resourceful, with good interpersonal and analytical skills.
- High integrity and excellent work ethics, with strong sense of responsibility, commitment and discipline
- Highly results driven with a strong sense of urgency; and highly developed organizational skills, capable of managing multiple priorities
- Excellent analysis, problem-solving, decision-making skills
- Strong communication and leadership skills with effective interpersonal and people management skills, with strong ability to work under pressure with all levels of organization/ society
- Assertive and at the same time diplomatic and tactful; and meticulous in their work, with strong attention to details
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Position: Assistant Director, Gas Planning & Development

Job Descriptions

- The Assistant Director shall report directly to the Director, Economic Regulation, Industrial Planning & Development Department
- Responsible in supporting the Economic Regulation, Industrial Planning & Development Department's function in the short-, medium- and long-term planning for the gas sector by executing the following activities:
- Assist to develop and review relevant plans, proposals and documents on gas sector planning & development;
- Assist to review and analyse proposal on gas supply projects;
- Prepare and Analyse relevant progress performance report on gas sector planning & development;
- Prepare relevant information to update stakeholders on gas sector planning & development;
- Assist to review and recommend regulatory policy on gas sector industrial planning & development;
- Undertake all other related works in the Economic Regulation, Industrial Planning & Development Department including ad hoc data analysis and reporting, or special projects as needed

Qualifications & Requirements

- Recognized Bachelor's Degree in Mechanical Engineering, or gas -related fields.
- Minimum five (5) years' experience in the energy or gas supply system or related areas.
- The following additional knowledge / experience will be an added advantage:
- Registered as a member of relevant recognized professional bodies.
- Knowledge or understanding of overall gas processes such as gas supply, processing and delivery.
- Planning or analysis of gas such as gas capacity, transmission and distribution networks.
- Well versed in Microsoft Office applications
- Resourceful, with good interpersonal and analytical skills.
- High integrity and excellent work ethics, with strong sense of responsibility, commitment and discipline
- Highly results driven with a strong sense of urgency; and highly developed organizational skills, capable of managing multiple priorities
- Excellent analysis, problem-solving, decision-making skills
- Strong communication and leadership skills with effective interpersonal and people management skills, with strong ability to work under pressure with all levels of organization/ society
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