

JOB DESCRIPTION

MANAGING DIRECTOR SSGCL

1. **Reports to** - Board of Directors
2. **Job Location** - SSGC Head Office, Karachi
3. **Reporting Divisions / Department:**

Direct reportees – DMD (F&A) / CFO, DMD (Ops), DMD (CS), and DMD (UFG). Other position(s) specifically approved by the Board.

4. Job Summary:

The Managing Director will serve as the chief executive officer, responsible for the strategic direction, operational efficiency, financial performance, and overall success of SSGCL.

The supreme responsibility of the Managing Director is to meticulously steer and inspire the organization towards the realization of its fundamental philosophy, resolute vision, firm mission, deeply ingrained values, strategic pursuits, and multi-layered operational objectives. Tasked with crafting a dynamic strategic blueprint, this role aims to augment the Company's revenue streams, bolster profitability, and foster substantial growth. He/ She works on the company's transformation and public image building, implementing reforms under the supervision of the Board.

This role demand strategic leadership, agility, awareness of domestic and international energy sector dynamics, legal acumen, stakeholder management and astute implementation of targets. The MD will stand as a stronghold of accountability, directly answerable to the Board for strategic implementations and operational outcomes.

5. Core Functions:

5.1. Strategic:

1. Assist the Board in executing Company's vision and developing a robust Corporate Strategy that aligns precisely with the organization's mission and objectives for ensuring sustainability of the company.
2. Spearhead a cultural shift within the organization towards a high-performance ethos, fostering adaptability and competitiveness, crucial for navigating the intricate landscape of the public sector.
3. Drive and implement reforms within the organization to enhance efficiency and effectiveness.
4. Ensure that all reforms are in line with the company's objectives.

5. Collaborate closely with the Board to implement transformative measures.
6. Regularly update the Board on progress and seek guidance when necessary.
7. Oversee and manage the company's public image, working to enhance its reputation.
8. Develop and execute strategies to improve public perception.
9. Provide guidance to the Company's planning and policy-making committees for driving initiatives that foster innovation and long-term growth.
10. Strategically plan and execute initiatives for expansion, prioritize exceptional customer service, and implement measures ensuring streamlined cost efficiency across operations.
11. Build, cultivate, and mentor a robust senior management team, nurturing leadership capabilities for driving organizational success.
12. Exhibit proficient crisis leadership to navigate and effectively mitigate various challenges and risks faced by the Company, ensuring resilience and agility in response to changing landscapes.
13. Ensure the implementation of a robust succession planning framework for all pivotal positions, ensuring continuity and talent retention within the organization.
14. Foster a culture of continuous education and professional development by offering a comprehensive array of internal and external training opportunities, catering to staff members across diverse cadres.

INTERNAL:

5.2. Operational:

1. Directly supervise and manage company operations to ensure utmost efficiency, maintain high-quality standards, deliver exceptional service, and execute cost-effective resource management strategies.
2. Systematically review activity reports to gauge progress towards objectives. Flexibly adjust plans in accordance with current conditions to ensure alignment with evolving organizational goals.
3. Strategically develop and expand the existing pipeline infrastructure to strengthen operational capabilities and meet evolving industry demands effectively.
4. Implement rigorous measures to maintain Unaccounted-for Gas losses at each point within international standards or regulatory guidelines mandated by the Regulators/BOD.

5. Foster awareness and strict adherence to Health, Safety, and Environmental protocols across all organizational levels, prioritizing a culture of safety and sustainability.

5.3. Financial:

1. Oversee and ensure prompt and accurate preparation of Annual Revenue and Capital Budgets, aligning financial planning with organizational objectives and market dynamics.
2. Implement effective strategies for efficient management of the organization's financial resources, optimizing allocation and utilization to drive sustainable growth and profitability.
3. Establish and monitor comprehensive budget and cost control measures to fortify overall financial governance within the Company, fostering improved financial controls and prudent resource utilization.
4. Conduct regular and comprehensive reviews of financial reports, meticulously analyzing performance against set targets and budgets.

5.4. Administrative:

1. Oversee and authorize the enforcement of operational procedures, policies, and stringent standards within the Company, ensuring alignment with industry best practices and regulatory compliance.
2. Implement measures aimed at enhancing the quality and motivation levels of the Human Resource Pool. Develop strategies to foster a conducive and inspiring work environment, promoting professional growth and job satisfaction.
3. Develop and annually review a comprehensive manpower plan, rationalizing workforce levels across different categories to ensure optimal resource allocation and alignment with organizational objectives.
4. Strategically position SSGC as an employer of choice within the industry, cultivating a compelling organizational culture and value proposition to attract top talent and retain skilled professionals.
5. Ensure industrial peace within the organization by fostering a harmonious work environment, proactively addressing concerns, and promoting open communication channels to mitigate conflicts and maintain operational continuity.

EXTERNAL:

5.5. Government/Regulators:

1. Ensure strict adherence to regulatory directives by precisely aligning all internal procedures and practices with the stipulated guidelines and mandates set forth by regulatory bodies.
2. Cultivate and maintain amicable and productive relationships with relevant government departments and officials. Foster open lines of communication and collaboration to uphold mutual interests and regulatory compliance.
3. Serve as the company's representative at legislative sessions, committee meetings, and formal functions. Actively participate in industry discussions, offering insights and advocating the company's stance on pertinent matters while upholding professional decorum.

5.6. Shareholders/BOD:

1. Strategically drive initiatives aimed at creating substantial value for shareholders by maximizing the company's profitability through prudent financial management and strategic planning.
2. Implement measures to boost the company's share price by employing sound financial practices, fostering investor confidence, and demonstrating consistent growth potential.
3. Provide expert counsel and guidance to the Board and its diverse committees, leveraging comprehensive insights and expertise to facilitate informed decision-making and governance oversight.
4. Maintain regular and transparent communication channels, ensuring the Board remains well-informed and updated about the organization's strategic direction, performance, and pertinent developments.
5. Assist closely with the Board to effectively execute its directives, contributing to the seamless operations of the company while aligning with strategic decisions and organizational objectives.

5.7. Customers:

1. Develop and implement initiatives aimed at elevating the company's public image. Execute programs that resonate with the organization's values, fostering a positive and reputable presence within the market.
Continuously enhance service quality standards to ensure exceptional customer experiences. Implement innovative measures that prioritize customer satisfaction, fostering loyalty and long-term relationships.

6. Authority:

1. **Financial** - In accordance with established company policy, vested with full powers concerning financial matters, allowing for decisive and responsible decision-making to uphold financial integrity and compliance.
2. **Administrative** - Granted full powers as per company policy, enabling effective and efficient administrative decision-making, ensuring streamlined operations and adherence to organizational standards.

7. Qualification & Experience:

1. A Graduate degree in Engineering or Economics or Energy Management or Engineering Management or Finance or Accountancy or Business Administration or Law from a reputable university / institution recognized / accredited by HEC. Preference will be given to post graduates.
2. A minimum of 20 years' (post qualification) experience in large organizations with a minimum of 5 years work experience in a C Suite position.
3. Proven track record and demonstrated strategic leadership capabilities, showcasing extensive experience and robust credentials as a seasoned leader/manager with substantial qualifications in the field.
4. SSGC is an equal opportunity employer
5. Technical expertise, business acumen and knowledge of the oil and gas sector would be an added advantage.
6. Clear vision, big picture thinking with a drive and passion for building a best-in-class organizational culture
7. Strategic planning skills with the ability to translate strategies from plans to action
8. Strong ability to ensure operational efficiency, quality, service and cost-effective management of resources
9. Knowledge and experience to implement best practices of Corporate Governance, risk management and HSEQA
10. Exceptional people management and relationship building skills; multicultural competence and the ability to influence a diverse range of stakeholders
11. A high level of emotional intelligence, self-awareness and ability to build consensus through empathy and curiosity
12. Experience of handling change management, organizational restructuring, succession planning; preferably turnaround experience with a large organization
13. Excellent written and verbal communication skills
14. Impeccable integrity and reputation

8. Age Limit

Must not exceed 62 years of age.