



**Join the  
energy revolution!  
#OneTeam**

## Nice work!

We were impressed by your initial interview with ENGIE Energy Access (EEA), and we're excited for you to move to the next phase of our hiring process. Finding the right people to join EEA is crucial to our success, and so our rigorous interview process involves a few more steps.

As you move forward, we want you to interview us just as much as we're interviewing you. What questions can we answer, and how can we help you understand the role you're applying for, as well as our team and our work? We want you to feel fully confident that EEA is the right place for you to make an impact and evolve your career.



## Why ENGIE Energy Access?

Join us to be part of an incredible company that is making a meaningful difference across Africa. More than 1,700 full-time employees across 13 countries make up the EEA team. We work to change the lives of the hardest to reach households in the world while providing an exceptional customer experience. We stay close to the communities we serve and constantly seek their feedback as we design products and services. Our team has the autonomy to be creative, work entrepreneurially, and solve big, juicy problems.

EEA has reached more than 1 million customers – which translates to 6 million beneficiaries and counting – with clean energy, safe lighting, reliable appliances and inclusive financial services. Our Solar Home Systems and Mini-grids overwhelmingly improve customers' quality of life – allowing them and their families to enjoy clean, safe lighting; forego unsafe and toxic kerosene and torches; charge their mobiles easily without leaving their home, as well as a range of other benefits.

One of our top priorities at EEA is investing in a high-performing, dedicated team who are passionate about what they do. Strong performers have the potential for swift career growth, especially as we expand at pace into new markets.



Erin Fischer first joined EEA as a Talent Fellow, and then returned after completing her MBA to become Global Talent Manager, where she managed global talent associates, ran all talent programs for our multi-country Global team, and built out systems and processes to support each new country market's talent team. She is currently Global Head of Talent and Culture and is passionate about making EEA an incredible place to work.



Calvin Kaumi joined in 2013 to manage the Uganda sales team. After four years of creating incredible sales growth across the country and developing best practices in Uganda, Calvin moved to Zambia to launch and run our sales team there and had over 20 direct reports. In just nine months, he and his team sold more than 30,000 solar home systems. He is currently Sales Operations Manager in the global Strategic Marketing Team.



Greyson Metili joined EEA in 2014 as a Distribution Officer for Tanzania. Within seven months he was promoted to Logistics Team Leader for the Northern Zone, and after completing his MBA, he became Head of Logistics. Just over a year later he was named Senior Head of Operations, before becoming EEA's global Head of Africa Operations in 2020. His passion for the energy challenge in Africa drives his ambition as he is motivated to find sustainable ways to get EEA products to the last-mile customer.



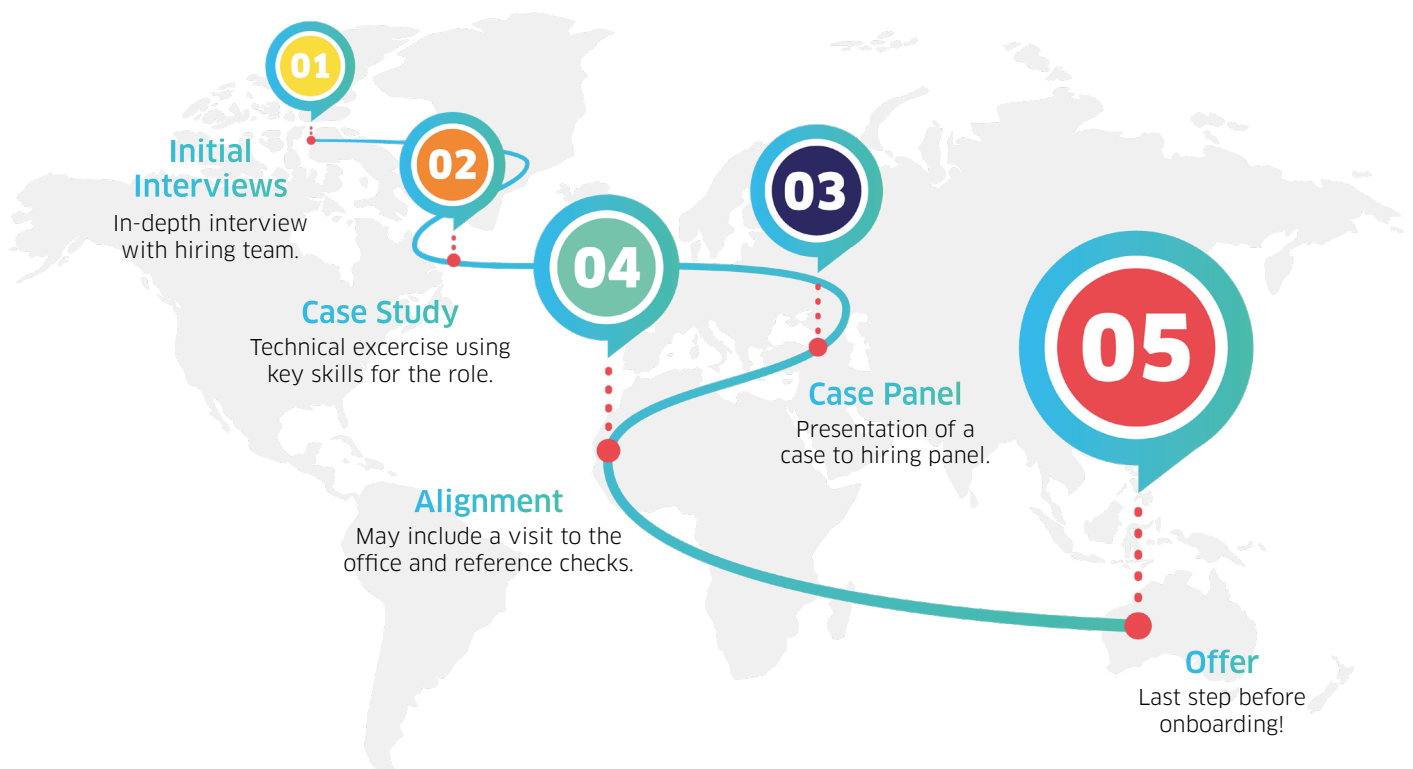
Jacinta Whelan joined the Tanzania team in 2018 in an Operations Excellence role. After leading several diverse projects covering topics from health and safety to a digital ERP implementation, she progressed to a role coordinating projects for East Africa. Currently as Transversal Project Manager for EEA, she coordinates a wide range of projects, including new product introductions in new market segments, introducing a quality management system for EEA, as well as several other process improvements.



## What are the next steps?

At EEA, our team is paramount, and we take the hiring process very seriously. After the initial in-depth interviews, you'll undertake a case study, present it to a panel, ensure alignment with the EEA team, and agree to an offer. Our case studies allow you to test your skills against the type of work you would be doing on a daily basis in your new role, so we hope that they are engaging, challenging, and give you a sense of what your new work would look like. At the same time, each step of our process lets you dig into EEA, our team, and our work too. We want you to ask us tough questions – we know that the best candidates have their pick of positions. This is your opportunity to dive in and ensure that this is a superb mutual fit.

## Our hiring process:








# Our Employee Value Proposition

How EEA makes it worthwhile to work with us:

## Benefits

We're proud to offer strong benefits to our hard-working team. Along with a life-changing mission and fantastic teammates, here's what you can expect:

Benefit	Details	Benefit Begins
 Health insurance	Robust health insurance to ensure your needs are covered	First day of work at EEA
 Paid Time Off (PTO)	20+ days PTO annually (depending on country)	Accrues starting your first day of work and can be taken starting three months in
 Customer week	The opportunity to clear your calendar and spend a week in the field each year, learning from our customers and getting an operations view of how our business works on the ground	Any time after joining
 Work tools	Work computer All phone, internet and travel expenses related to work Opportunity to participate in any other employee benefits programs, subject to change (e.g. profit-sharing and performance-tied bonuses)	First day at EEA
 Meals	Team meals at the office (in certain locations)	First day of work at EEA

We appreciate the time you're investing in our interview process. For more information about EEA, take a look through our website. Feel free to let your hiring manager or talent representative know if you have any questions as you move forward, and good luck with the case study!

Thank you.