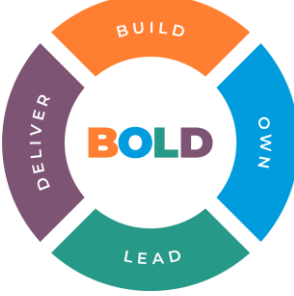



Job Description

Job Title:	Country Manager			
Employer:	SOL St. Lucia Ltd. - Anguilla			
Location:	Corito Bay, The Valley, Anguilla			
Available to:	No	Current Sol staff	Yes	External Applicants
Reports to:	Regional Manager – Eastern Caribbean			
Subordinates:	7			
Purpose:	Overall responsibility for the management of SOL St. Lucia Ltd.			
Accountabilities:	<ul style="list-style-type: none"> Overall responsibility for the day-to-day operation and financial performance in country with emphasis on sales, operation performance and internal controls. Recruit, coach and lead staff. Administers HR Policy including performance management system. Senior government and key stakeholder liaison. Manages corporate reputation in country. Prepare country Business Plans in accordance with agreed templates. <p>HSSE</p> <p>General Responsibilities (but not limited to):</p> <ul style="list-style-type: none"> Assist in compliance reviews, general risk assessments and other safety assessments to support Health, Safety and Environmental management. Identification of and assist in the compliance of applicable laws and regulations. Observe HSE regulations, wears all required safety equipment, encourages safe working practices, corrects obvious hazards immediately or reports them to the proper personnel. Ability to work with employees and achieve cultural change in the face of potential resistance. Maintain positive and proactive relations with managers and employees, as well as our customers and regulatory agencies. Comply with all Sol and local regulatory HSE procedures and policies. 			
BOLD Behaviours and Values	<ul style="list-style-type: none"> Be an ambassador and supporter of our BOLD leadership behavior and values When we are BOLD, we create a work environment where we can thrive and excel through continuous improvement whether we are an individual contributor, manager, director, or the senior leadership team <div style="display: flex; justify-content: space-around; align-items: center;">   </div>			
Qualification Requirements:	<ul style="list-style-type: none"> University degree in Business Administration, Engineering or equivalent as a minimum qualification. 			

	<ul style="list-style-type: none"> • Minimum of seven (7) year's demonstrated management experience of which three (3) should be at the senior management level in the Oil & Gas Industry.
Other Competency Requirements:	<ul style="list-style-type: none"> • Previous working experience in the petroleum industry with dedicated focus on depot operations is a definitive asset. • Must be an extrovert, results-driven, analytical, creative professional with a strong business sense, demonstrated management skills with advanced skills in negotiations. • Experience in managing teams and resolving disputes. • Demonstrated capability of delivering results and leading people. • A confident risk taker with a passion for growing businesses. • Numerate with the ability to analyze data. • Excellent oral and written communication skills. • Working Knowledge of MS Office Suite. • Strong ethics with a professional approach to work.
Other Information:	In addition to basic salary the successful applicant shall receive any applicable job grade allowances and be eligible to participate in the SOL Group Pension Scheme and its Group Health and Life Insurance Scheme.
Application Procedures:	Applications are to be submitted by completing the SOL Job Application Form available on the SOL website at solpetroleum.com and submitted via e-mail to careers@SOLpetroleum.com on or by September 19, 2025 . Applicants must complete all of the requested information to be considered. Certified copies of relevant certificates will be requested for those applications under consideration. Only suitable applications will be acknowledged.