Annex 3 to the Call

**matrix of qualifications and competence requirements for candidates for the position of the CEO**

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| **Mandatory requirements for candidates for the post of the CEO**  |  | **Candidate 1** | **Candidate n** | **Candidate n+1** |
| University educational attainment (in Business Management, Economics, Finance etc.) | Mandatory |   |   |   |
| At least 5 years‘ professional experience in the implementation of energy, business development, organisational development or infrastructure projects | Mandatory |  |  |  |
| At least 5 years management experience (as the Head of a company or its division) in a major companyor a group of companies (with at least 100 employees) | Mandatory |  |  |  |
| Experience in the financial planning, implementation, analysis and control of enterprises‘ operations  | Mandatory |  |  |  |
| Fluent in the English language  | Mandatory |  |  |  |
| Fluency in the Lithuanian language  | Mandatory |  |  |  |
| **Required competences and their percentage shares** |  | **Candidate 1** | **Candidate n** | **Candidate n+1** |
| Knowledge of the situation in the region‘s energy infrastructure and market  |  |  |  |  |
| Experience of working at energy companies in the Baltic Sea Region |  |  |  |  |
| Knowledge of energy companies‘ operations and regulatory principles  |  |  |  |  |
| Knowledge of national and regional strategic energy objectives  |  |  |  |  |
| Experience in corporate strategic planning, organisational development and/or implementing organisational changes  |  |  |  |  |
| Experience in successful attainment of strategic objectives, sustainable increasing of the company‘s value, and ensuring return for shareholders  |  |  |  |  |
| Experience in appraisal and financing of investment projects  |  |  |  |  |
| Experience in financing and implementation of infrastructure projects  |  |  |  |  |
| Knowledge of and experience in corporate governance |  |  |  |  |
| Experience in working at a listed company |  |  |  |  |
| Experience in working at state owned company and dealing with political institutions and stakeholders |  |  |  |  |
| Experience in working at an international company and leading international business development (having branches/divisions in more than one country or implementing projects in more than one country) |  |  |  |  |
| Experience in operating risk assessment  |  |  |  |  |
| Communication skills, effective speaking and writing, ability to present systematised information to the Board Members, Shareholders, Supervisory Council and other stakeholders  |  |  |  |  |
| Motivation |  |  |  |  |