

Operations Manager

1. Job purpose

As PowerOptimal scales production and distribution of the Elon® Smart solar PV water heater and related services, we need an Operations Manager to own the operational backbone of the business - from component sourcing and contract manufacturing through to distribution, compliance, and the day-to-day functions that keep the company running. This is a hybrid role based in the Cape Town area, balancing remote work with on-site presence at manufacturers, the Pinelands lab, and distribution partners.

2. A day in the life of the Operations Manager

Supply Chain and Manufacturing

- Manage relationships with electronics contract manufacturers and component suppliers;
- Forecast component and production requirements, and proactively manage lead times and shortages;
- Coordinate quality control and production troubleshooting with manufacturing partners;
- Identify and mitigate supply chain risk, including alternative sourcing where needed;

Distribution and Logistics

- Manage relationships with distribution partners and installer networks;
- Oversee logistics planning to ensure devices reach customers and installers on schedule;
- Coordinate with Customer Support on field issues that have operational or supply chain root causes;

Business Operations

- Project management and support wherever needed (in areas such as software development, manufacturing, customer-related projects, sales & marketing, etc.);
- Oversee or coordinate HR, finance, and legal/compliance functions, working with external partners where appropriate;
- Ensure compliance with relevant local regulations, including BCEA and POPIA requirements;
- Support budgeting, vendor management, and operational reporting to leadership;
- Manage regulatory filings and payments, including CIPC, NRCS, EPR/DFFE, compliance testing, and Compensation Fund filings, as well as NRCS LoA applications;
- Lead HR execution, including recruitment, contracting, leave administration, and job descriptions;
- Review and edit contracts, liaise with lawyers, and maintain the company's agreements register;
- Manage day-to-day finance operations, including invoicing and statements, quoting and purchase orders, and credit applications;
- Support company secretarial administration, including annual return and beneficial ownership filings, and liaising with the company's attorneys;
- Maintain and update IT systems to optimise for business productivity.

Cross-Functional Collaboration

- Work closely with the Hardware Engineering team on manufacturing readiness and design-for-manufacture considerations;
- Partner with Customer Support to ensure operational processes support a smooth installer and customer experience;
- Provide situational judgment and clear decision-making during supply chain disruptions or operational incidents.

3. Does this sound like you?

Technical skills

- 3+ years of experience in operations, supply chain, or manufacturing management, ideally within electronics, hardware, or a related industry;
- Direct experience managing relationships with contract manufacturers and component suppliers;
- Strong supply chain forecasting and disruption-management skills;
- Working knowledge of local compliance requirements (e.g. BCEA, POPIA);
- Excellent project management and organisational skills, with a track record of delivering on time and within scope;
- Comfortable operating with ambiguity and making sound judgment calls under pressure;
- Experience working in a small, fast-growing company is a strong advantage.

Qualifications

- Bachelor's degree in Business, Supply Chain Management, Engineering, or a related field (or strong proven capability and experience in one of these areas);
- Additional certifications in supply chain, operations, or project management are a plus.

Personal qualities

- Driven and a self-starter - act with agency;
- Strong problem-solving skills and ability to work in a fast-paced environment;
- Excellent collaboration and communication skills, both written and verbal, to convey complex operational concepts to various stakeholders.

4. Who is PowerOptimal?

PowerOptimal is an African leader in renewable energy technology solutions with an ambition to transform how hot water is generated and used. We are a small but fast-growing, high-performance team with high standards and big ambitions. We strive for excellence in everything we do. Our aim is to be transformative and collaborative in our work.

We focus on speed, scale, smart resourcefulness and unbounded optimism. We never start with 'no.' We're solution-oriented and focus on the outcome and the impact of any project or priority. We're a curious bunch, creative and a little quirky. We debate things passionately in team meetings and stand-ups. We agree and disagree on how the world should work, but we all agree on making a big difference through our work at PowerOptimal. Which is why we love it here and never take it for granted.

How to apply

If you are interested, please send your resume and cover letter detailing your relevant experience and why you are a good fit for this role to admin@poweroptimal.com with the email subject "Operations Manager application".

Closing date: 21 August 2026