

Job description for the General Manager of AFRICA DRONE COMPANY S.A.S.U. (ADC)

Job Title	General Director
Company	AFRICA DRONE COMPANY S.A.S.U. (ADC)
Reports to	Shareholder / Board of Directors
Work place	Lomé, TOGO
Applications to	jobs@adc.tg
Applications format	CV and cover letter in PDF format
Deadline for application	<u>30 October 2026</u>

About ADC

Established in August 2026, AFRICA DRONE COMPANY S.A.S.U. (ADC) is a subsidiary of CYBER DEFENSE AFRICA S.A.S. (CDA) dedicated to developing solutions and services in the drone sector.

ADC's mission is to design, develop, and deploy drone systems and related technologies, particularly for aerial, land, and maritime applications. The company also conducts Research and Development (R&D) activities to foster innovation and advance technologies related to autonomous and robotic systems.

Through its technological expertise and innovation capabilities, ADC aims to develop solutions tailored to the needs of its clients and partners while contributing to the emergence of an African ecosystem specialized in drone technologies and autonomous systems.

Job Description

As part of efforts to strengthen its governance and foster its development, ADC is seeking an experienced senior executive for the position of General Director, for a renewable two-year mandate .

Roles and Responsibilities

The General Director will be responsible for steering ADC's strategy and overall operations, ensuring its performance, growth, and long-term viability.

Strategy and governance: Define and implement in close collaboration with the Board of Directors ADC's vision and strategic roadmap; drive the company's overall performance; structure its organization and growth priorities; and ensure regular, transparent reporting to the shareholder.

. Financial management and performance: Manage ADC's financial performance by ensuring rigorous oversight of the budget, cash flow, investments, and costs, while focusing on profitability, resource optimization, and the company's financial sustainability.

. Business development and partnerships: Define and execute the sales and marketing strategy; identify markets and growth opportunities; cultivate relationships with clients and strategic partners; and accelerate the expansion of ADC's activities at national, regional, and international levels.

. Operations, industrialization, and production: Oversee the entire industrial value chain from design and prototyping to industrialization, procurement, production, assembly, integration, testing, deployment, and

maintenance of drones and associated systems while ensuring quality, safety, reliability, cost control, and scalability of production.

. **Operational excellence:** Foster a culture of operational excellence aimed at continuously improving efficiency, productivity, quality, and cost control across all company functions sales, marketing, R&D, production, operations, and customer support—by implementing processes, performance indicators, and working methods that drive continuous improvement.

. **Innovation, regulation, and compliance:** Drive innovation and R&D activities to maintain ADC’s technological edge, while anticipating regulatory changes and ensuring that products, operations, and activities comply with applicable industry standards and legal frameworks.

. **Management and talent development:** Attract, develop, and retain key talents and expertises particularly in engineering, aeronautics, robotics, embedded systems, artificial intelligence, industrial production, and R&D while building a corporate culture rooted in innovation, excellence, and performance.

Qualifications and Expérience

- At least 5 years of professional experience, including significant experience in a senior leadership role (e.g., General Management, Operations, Industrial/Technical Management, or Business Unit Management).
- Proven track record in managing and growing a company or business unit.
- Master’s degree or equivalent in electronics, computer science, embedded systems, robotics, aeronautics, mechatronics, or a related field.
- Strong background in technology and industry, particularly regarding embedded systems, robotics, electronics, automation, and autonomous technologies
- Proficiency in areas such as mass production, supply chain management, quality assurance, industrialization, technical procurement, and maintenance.
- Experience in business development, contract negotiation, and building strategic partnerships.
- Ability to operate with agility and resilience within a startup environment.
- Strong leadership skills and the ability to unite international, multidisciplinary teams.
- Excellent communication, representation, negotiation, and institutional relations skills.
- Impeccable professional integrity and ethics, combined with a strong sense of responsibility.
- Fully bilingual in French and English

Remuneration and working language

- Working languages: French and English.
- Remuneration: Competitive, in line with international industry standards.