



#|siprasminkEnergetikoje



Litgrid, the operator of the Lithuanian electricity transmission system, maintains the stable operation of the country's electricity system, manages electricity flows, and creates conditions for competition in the open electricity market. The company manages around 7,011 km of overhead lines, 347 km of high voltage cables, 247 transformer substations and switchyards, 9 interconnectors with other countries and maintains the grid infrastructure on a regular basis to ensure the adequate transmission of electricity to all the country's residents, institutions, and other organisations. You can find out more about the company's areas of activity in [Litgrid strategy](#).

Since 22nd December 2010, Litgrid shares are listed on the Nasdaq Vilnius Stock Exchange's supplementary trading list. 97.5% of the shares of Litgrid are owned by the energy transmission and exchange group EPSO-G, 100% of which is owned by the Ministry of Energy of the Republic of Lithuania.

CEO OF LITGRID

Requirements for the candidates

General Requirements (mandatory):

- Higher university degree or equivalent.
- Significant experience (within the last 5 years) in the position of CEO or top executive in a large company (250+ employees) or corporate group.
- Proven experience in management and implementation of infrastructure, business transformation, or other strategic projects, or strategic business development
- Experience in ensuring leadership and organizational development, and the ability to unite and motivate a team in implementing organizational changes .
- Experience in international cooperation or managing international projects.
- Experience in delivering strategic objectives and in sustainable company value growth.
- Excellent Lithuanian and English language skills (written and spoken).

Special requirements (evaluative):

- Experience involving and managing international stakeholders in strategic projects, in implementing the company's strategic objectives, practically demonstrated ownership of strategy implementation.
- Ability to represent the company's interests at the highest level.

- Demonstrated leadership in promoting innovation and digitalization within the organization.
- Outstanding communication and public speaking skills; ability to convey the company's vision clearly and create its image in the public sphere, clearly express ideas to various audiences, and effectively collaborate with stakeholders.
- Knowledge of and experience in corporate governance principles and practices.
- Ability to successfully lead an organization and make decisions in uncertain and fast pacing circumstances.
- Ability to build and sustain high-performing teams and foster a positive work environment.
- Entrepreneurial, proactive attitude and rational decision-making ability.
- Knowledge of national and regional strategic energy goals.
- Experience in the energy sector or other regulated sectors.
- Experience in implementing business transformation projects, first-to-market solutions, or significant new sustainability initiatives.
- Demonstrated crisis management experience.
- Ability to work efficiently within a group of companies operating under a matrix management structure, identifying and realizing synergies at the group level and pursuing common strategic goals for the group of companies.

Considered an Advantage (evaluative):

- Knowledge of electricity and other energy systems, market mechanisms, and products.
- Experience in implementing construction projects on the side of contracting authority or organisation.
- Proven experience in ensuring infrastructure cybersecurity, physical security, or business resilience.

Compliance Requirements:

- Impeccable reputation.
- Must not be deprived of or restricted in the right to hold the relevant position to which they are applying and to perform the duties assigned to that position;
- The right to work or access information constituting a state or official secret must not be revoked.
- Over the past five years, the candidate must not have been dismissed from a sole or collegial body of a legal entity for improper performance of duties .

Location: Vilnius

Salary (before tax): From €10,400 per month, financial incentives (additional remuneration based on company and individual performance results). The specific salary will be negotiated with the candidate, taking into account their experience, competence, and ability to achieve results independently.

Application Documents:

- CV (free form);
- Motivation letter (free form);
- consent to be a candidate for the company's CEO (template provided).

Deadlines and contacts\ details:

Deadline for submission of documents - 45 calendar days from the announcement (by 27 October 2025, inclusive).

The selection agency Master Class Lietuva will assist in selecting the most suitable candidates.

Please send documents by e-mail to: laura.povilaike@masterclass.lt

Subject line: *Application for CEO position at AB Litgrid*

Master Class Lietuva contact for inquiries:

Laura Povilaikė

Mob.: +370 670 33351

E-mail: laura.povilaike@masterclass.lt