

Head of Infrastructure

March 2026

About ScootHero

ScootHero is on a mission to electrify last-mile delivery across Southern Africa, offering fleet operators and drivers a complete electric two-wheeler solution – purpose-built electric scooters and motorbikes, a fast-growing battery-swap network with 60-second swaps, and 24/7 on-road maintenance and support– all under one roof. Founded in 2021 by two entrepreneurs who lived the pain of last-mile delivery and ICE bike shortfalls firsthand, ScootHero is already on the road with some of Southern Africa's biggest logistics names, proving that the electric transition makes compelling commercial sense for companies and drivers. Our ambition goes beyond the bottom line. ScootHero is building the ecosystem that drives economic empowerment across Africa through accessibility, sustainability and affordability, putting the heroes who move the continent on the equipment they deserve.

Role Overview

The Head of Infrastructure owns the end-to-end planning, deployment and ongoing operation of ScootHero's energy network. You will be responsible for site selection, building and managing strategic partner relationships, grid and off-grid power solutions, managing station installation, and network reliability across Southern Africa.

Working closely with the CEO, operations, sales and customer success teams, you will build the physical backbone that makes ScootHero's electric-mobility promise a reality. This is a high-ownership, hands-on leadership role for someone who thrives at the intersection of commercial strategy, logistics and engineering.

Position Details

- **Location:** Cape Town, South Africa (with regular travel across Southern Africa and internationally)
- **Reporting:** Reports to the CEO
- **Start date:** 1 May 2026 or sooner
- **Compensation:** Market-related base salary with performance-based bonus
- **Hours:** Full-time, subject to a 6-month KPI-driven probationary period

Key Responsibilities

Network Planning & Site Development

- **Develop the infrastructure roadmap.** Design and maintain a multi-year rollout plan for ScootHero's battery-swap station network across Cape Town, Johannesburg and new Southern African markets, aligned to fleet growth and commercial targets.

- **Lead site selection.** Identify, evaluate and secure optimal swap-station locations based on rider demand data, fleet deployment maps, grid availability and landlord negotiations. Ensure minimum deployment criteria (e.g., six vehicles per swap station) are met at each site.
- **Manage and nurture strategic relationships.** Ensure ScootHero has the first option for strategic sites and assets within property portfolios.
- **Manage permitting and compliance.** Navigate municipal, utility and regulatory requirements for electrical installations; obtain necessary approvals and ensure all installations comply with local building and electrical codes.
- **Financial Planning.** Create both operational and financial forecasts for charge network components.

Station Deployment & Installation

- **Own end-to-end deployment.** Manage the full lifecycle of station installations – from civil works and electrical connections through to hardware commissioning and handover – on time and within budget.
- **Manage contractors and suppliers.** Source, appoint and oversee electrical contractors, civil engineers and equipment suppliers; maintain a preferred-vendor panel and enforce quality and safety standards.
- **Evaluate power solutions.** Assess grid-connected and off-grid (solar, battery storage) power options for each site; design resilient, cost-effective energy architectures suited to the Southern African context.
- **Pilot new station formats.** Test and iterate on station configurations – container units, wall-mounted cabinets, kiosk formats – to identify the most scalable and cost-efficient solution for different deployment environments and commercial use cases.

Network Operations & Reliability

- **Ensure network uptime.** Define and own uptime and reliability KPIs for the swap-station and charge network; implement monitoring systems and rapid-response maintenance protocols to minimise downtime.
- **Oversee preventive and corrective maintenance.** Build and manage a field maintenance team and/or third-party service partners; establish preventive maintenance schedules and fault-resolution SLAs.
- **Manage battery and hardware inventory.** Coordinate with operations and supply chain to ensure adequate battery bank levels, spare-parts availability and hardware refresh cycles across all sites.
- **Monitor and report on infrastructure health.** Use telematics and station-management software to track performance metrics; produce regular infrastructure health reports for the leadership team.

Team & Budget Management

- **Build the infrastructure team.** Recruit, develop and lead a growing team of field technicians and regional managers as the network scales.
- **Own the infrastructure budget.** Prepare capital and operational expenditure plans; track spend against budget; identify cost optimisation opportunities without compromising quality or reliability.

Qualifications

- **Experience:** 5–10 years in infrastructure rollout, electrical engineering, network deployment or energy project management. Experience in EV charging, renewable energy, telecoms tower infrastructure or similar distributed-asset networks is highly desirable.
- **Education:** Bachelor's degree is required, preferably in electrical engineering, civil engineering, energy engineering or a related technical field. A postgraduate qualification or project-management certification (e.g., PMP, PRINCE2) is preferred.
- **Regulatory knowledge:** Familiarity with South African electrical installation regulations (SANS 10142), municipal permitting processes and utility interconnection requirements.
- **Interest in e-mobility & sustainability:** Genuine enthusiasm for electric vehicles, battery technology and the role of clean energy infrastructure in decarbonising last-mile logistics.

Required Skills

- **Technical depth:** Strong grounding in electrical systems, power electronics and energy storage; able to evaluate designs, review contractor proposals and make sound technical decisions in the field.
- **Project management:** Proven ability to manage multiple concurrent infrastructure projects across geographies, balancing scope, schedule and budget with rigorous attention to detail.
- **Commercial acumen:** Comfortable building business cases for capital investments, negotiating with landlords and contractors, and thinking about infrastructure costs in the context of ScootHero's unit economics.
- **Problem-solving under pressure:** Resourceful and calm when equipment fails or installations hit unforeseen obstacles; able to mobilise solutions quickly to protect network uptime and customer commitments.
- **Leadership and communication:** Skilled at leading cross-functional teams and external contractors; able to translate technical complexity into clear updates for executive and commercial stakeholders.
- **Technical proficiency:** Proficiency in project-management tools, GIS or mapping software for site planning, and infrastructure monitoring platforms; familiarity with Google Workspace or Microsoft Office and CRM systems such as Odoo.

Why Join ScootHero?

- **Mission-driven impact:** Build the physical infrastructure that electrifies last-mile delivery across Southern Africa, directly reducing carbon emissions and improving livelihoods for fleet operators and riders.
- **Greenfield opportunity:** Design and own a network from the ground up – with real influence over technology choices, deployment strategies and operational standards that will define the company for years to come.
- **High-growth trajectory:** Join a fast-scaling start-up at a pivotal moment, with significant potential for career advancement as the network expands into new cities and countries.
- **Cross-functional collaboration:** Work closely with our founder, sales, customer success, operations and product teams to shape the future of electric mobility in Africa.
- **Supportive culture:** Benefit from the resources of a network of like-minded climate-tech partners while helping build a company that values diversity, innovation and customer obsession.

To apply, please fill out our [application](#).