



PARTNERSHIPS
MANAGER
CANDIDATE PACK



CONTEXT

In 1967 David Sainsbury wrote out a cheque for five pounds to establish the [Gatsby Charitable Foundation](#). Lord Sainsbury has since given Gatsby more than £1 billion to distribute to charitable causes in fields he is passionate about, including neuroscience, plant science and public policy. More information can be found at www.gatsby.org.uk.

[Gatsby Africa](#) is the charitable company set-up to implement the foundation's programmes in Africa. Our 120+ staff work from offices in Dar es Salaam, Mwanza, Iringa, Nairobi and London.



GATSBY'S WORK IN EAST AFRICA

Our mission is to work in partnership to catalyse and demonstrate sector transformation in East Africa. Whilst economies in East Africa have enjoyed high growth for more than a decade, the benefits of that growth have not been shared widely. With millions of young people joining the labour market each year and climate change adding further pressures, East Africa urgently needs economic transformation – growth with depth that will radically change economies, rapidly create jobs and offer large numbers of people pathways out of poverty.

We aim to support this by demonstrating how high-potential sectors can be transformed to benefit many hundreds of thousands of households for the long-term. We fund and implement programmes that look to catalyse and influence large-scale and lasting change in priority sectors. We also share what we are learning with others - such as governments and donors - who share our goals.

We are currently in a process of integrating our portfolio with our partners Msingi and Kenya Markets so that we will collectively work on six sectors across four countries in East Africa. This should enhance our learning, our ability to develop and share insights, as well as our ability to flexibly finance our sector work. The new integrated entity will also enable us to offer staff more opportunities to build their careers working across multiple sectors.

The sectors we work in are:

- **Agricultural Inputs:** Improving the livelihoods of smallholder farmers in Kenya and potentially the wider region, by creating equitable and affordable access, availability and information to high-quality agricultural inputs, extension services and good agricultural practices.

- **Aquaculture:** Investing in pioneering fish farms, business models for smaller scale operations and the environmental standards needed to help the regional aquaculture industry grow by around 15 times by 2030 while securing the sustainability of this growth.
- **Textiles & Apparel:** Developing a resilient, inclusive, environmentally and socially sound Textile and Apparel value chain in East Africa contributing to the creation of 150,000 jobs.
- **Forestry:** Building a vibrant commercial forestry sector, with new wood processing technologies and business models aiming to deliver widespread economic, social, and environmental benefits to millions of East African citizens.
- **Livestock:** Transforming Kenya into a leading global player with a modern, efficient, and climate-smart livestock sector that sustainably improves livelihoods for millions of pastoralists.
- **Water Services:** Taking a systemic approach to water services in Kenya, seeking to build efficient and climate-resilient water services that ensure affordable, accessible and safe, drinking water for the whole population.

In addition, Gatsby has been supporting work in the tea industry in Tanzania and Rwanda through our partner The Wood Foundation. These programmes are trialling new ownership structures and methods of supporting farmers that trigger domestic and foreign investment, demonstrating rapid increases in the profits of farmers and factories with benefits shared more equitably.



THE ROLE

The Partnerships Manager will work closely with the Head of Partnerships to build Gatsby Africa's (GA) ability to identify and collaborate with strategic knowledge, influencing and funding partners. The role will contribute to building GA's fundraising capability, by enhancing our networks and credibility with key target funders. This role, based in East Africa, will be especially focused on engaging with funders based in the region, keeping abreast of developments in local funding plans and funding priorities.

This will involve initial efforts to build relationships with key staff in target funders, building understanding of how decisions get made and which issues are important to address for any partners. It will involve managing activities to build our credibility and enhance our relationships with target partners, including managing initial trial partnerships on specific smaller elements of our work or pieces of research.

The Partnerships Manager will work closely with the Head of Partnerships to evaluate the best channels for communication and influence, identifying research required to enhance our approach and ensure we have the right communication materials and evidence. A key role will be to engage with GA programme teams to understand their funding needs and the sector financing needs, and to identify opportunities for GA to co-create solutions with funding partners.

This role will need to be able to rapidly assimilate an understanding of the different sector programmes, their strategies and their funding needs/funding opportunities in order to be both credible and effective with external partners. They will need to collaborate well at all levels of the organisation, bringing opportunities for funding to programmes and providing valuable insights as to what would be required to bring in these funds, both in terms of what would need to be covered in any proposal as well as how we would need to work to deliver what is required by the funder in question.

The Partnerships Manager will need critical thinking skills and the ability to carefully manage external relationships, with excellent communications capabilities and attention to detail.

JOB DESCRIPTION

Job title: Partnerships Manager

Department: Learning, Insights and Partnerships

Reports to: Head of Partnerships

Location: Nairobi (with up to 15% of time spent travelling)

Indicative Salary Range: KES 4,298,490 - KES 5,010,113

KEY ROLE RESPONSIBILITIES

1) BUILD A STRONG NETWORK OF FUNDER RELATIONSHIPS ACROSS THE EAST AFRICA REGION AND AN UNDERSTANDING OF FUNDER PRIORITIES

- Drawing on the overall fundraising strategy, review local and regional funding opportunities for our programmes, identifying possible funders and assessing their alignment with our approach
- Represent GA at platforms/ networks that bring together other donors and foundations working on economic transformation in East Africa
- Develop a targeted plan of activities and events that will allow GA to raise awareness of our approach and the opportunities across our portfolio
- Keep abreast of financing windows or strategic points of decision-making among local and regional funders, taking opportunities to engage with key staff leading these reflections to ensure they are aware of our approach and opportunities for funding/ investment.

2) MAKE LINKAGES ACROSS GA'S PORTFOLIO FOR FUNDRAISING AND FINANCING OPPORTUNITIES

- Share regular updates to relevant staff across the portfolio on the funder landscape, covering for example, opportunities to engage with funder strategies and plans, wider issues of relevance to funders
- Provide insights for GA programmes as to which international funders/finance institutions may be most relevant and what they would be looking for from implementers/firms.
- Work with the Head of Partnerships to assess fundraising needs and programme expansion opportunities across the GA portfolio, working with GA Programme Directors to keep an updated picture of how and for what purpose additional funds could be important to our programmes' success.
- Support the Head of Partnerships and Programme Directors to put together clear materials setting out the funding needs for each sector programme and financing

3) SUPPORT EXTERNAL ENGAGEMENT INITIATIVES THAT STRENGTHEN GA'S BRAND AND CREDIBILITY WITH KEY STAKEHOLDERS

- Develop engagement strategies that leverage GA's research and learning in order to influence potential funding and knowledge partners and strengthen our brand (for example, webinars, roundtables, participation in events)
- Monitor indicators of progress in building awareness, understanding and enhanced perceptions of GA's approach, our specific sector programmes and their funding and financing needs amongst target funders/investors in the East Africa region
- Support reflection on what works in raising our profile and credibility and especially the likelihood of funding success in order to refine activities
- Participate in team meetings, events and contribute to broader work-streams as appropriate, e.g. research pieces, government engagement work.

PERSON SPECIFICATION

The ideal candidate will need to have:

KEY COMPETENCIES

- Strong critical thinking and analytical skills with the ability to assess partnership opportunities and frame GA needs in terms of funder priorities
- Strong communications skills with the ability to communicate complex issues and evidence simply and effectively, both written and orally
- Excellent project management and planning skills to implement and monitor delivery of the fundraising action plan
- Excellent relationship management skills with the ability to form trusted working relationships with colleagues and external partners
- The ability to assimilate information rapidly and then communicate simply and in a well-structured manner.

KNOWLEDGE, EXPERIENCE & QUALIFICATIONS

- At least 5 years' experience of working in private sector development, economic development and/or management consulting
- Fluency in Kiswahili and English, written and spoken
- Experience of partnership development, business development or proposal writing – within economic development programmes, consulting firms or private sector
- Higher education qualification at bachelor's degree level or above.

PERSONAL ATTRIBUTES

- Maturity and good judgement to manage external and internal relationships effectively
- Commitment to a high standard of professional performance and integrity
- Strong empathy and people skills
- Initiative and the ability to work independently, taking a high degree of personal responsibility for results
- A private sector outlook on development, and a commitment to improving the lives of East Africans through transforming high potential industries
- Strong intellectual curiosity with a thoughtful approach to relationship building and critical thinking skills.
- A genuine team-player with strong skills in listening, negotiating and influencing.
- Strong time-management and work planning skills - able to meet deadlines under pressure and prioritise areas of work for different team members in a fast paced environment
- Strong intellectual curiosity.

DESIRABLE

- Knowledge of the funder environment and ways of working, with existing contacts within funder organisations
- Experience of private sector development and an understanding of core economics principles.





OUR VALUES

We have developed a set of values that will be used to assess a candidate's fit with the organisation and provide the basis for the culture that we aspire to use in our operations. Our staff are:

Ambitious – Showing determination to deliver long-term and large-scale impact for others, and to achieve our own potential.

Collaborative – Working together to develop strong relationships with diverse stakeholders, while understanding others' needs and enhancing their capabilities to drive change.

Thoughtful – Reflecting on evidence and learning from our activities and those of others to design, adapt and improve our work.

Pragmatic – Recognising the motivations of others and the realities of facilitation, seeking opportunities to build momentum for change, and communicating carefully.

Honest – Playing a trusted role as an honest broker for change, being open to learn from others, and admitting our challenges.

Gatsby Africa is an equal opportunity employer.

HOW TO APPLY

The role is only open to Kenyan nationals or anyone with the right to live and work in Kenya. We particularly welcome female candidates.

Before applying, please check that you can answer yes to all the following questions:

- Are you a Kenyan, or do you have the legal right to live and work in Kenya?
- Do you meet the requirements of this role, and in particular do you have experience managing projects and driving high-quality outcomes, developing strong written communications materials and building good working relationships?

If you can answer yes to the above questions, please submit

- an up-to-date Curriculum Vitae/Resume (of no more than 2-3 pages),
- a supporting statement

Your supporting statement should be no more than 2 pages long – bullet points are encouraged. It should explain why you are interested in this role and Gatsby Africa, and how your skills and experience make you a good fit – referring to the Person Specification in this pack.

We are recruiting for this role via the Cedar Africa Group. Please send your application via [their website](#).

Closing date for applications: 10th April 2022

SELECTION PROCESS

Further details will be provided to shortlisted candidates when invited to interview, but we hope to hold interviews in person at our offices subject to restrictions remaining in place because of the Covid-19 pandemic. If we are not able to hold interviews in person, these will take place virtually via Zoom.





DIVERSITY, EQUALITY AND INCLUSION

Diversity, equality and inclusion are central to Gatsby Africa. We are committed to treating all employees and job applicants fairly, equally, and no less favourably than anyone else. We recognise, respect and value diversity and the benefits that difference can bring to our organisation.

SAFEGUARDING

We are committed to protecting children and vulnerable adults from any harm when engaging with Gatsby Africa or its partners, and we expect all our staff to abide by our safeguarding policy.

QUERIES

If you encounter any problems with the application process, please contact: recruitment@cedaraficagroup.com or call +254 20 240 0339.