



THEMATIC ADVISOR

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 Thematic Advisor is part of a small team that oversees the development and delivery of GA's portfolio of programmes across East Africa. He/she will support GA's programmes implement appropriate strategies, monitoring plans and ways of working that incorporate cross-cutting themes into their work. These themes are likely to include inclusive and resilient growth, covering issues of gender, inclusiveness, environment, climate change, child labour, working conditions and risk.

The Thematic Advisor will engage with the learning team to ensure that thematic areas implemented within programmes are aligned to GA's wider approach to these themes. They will also seek to capture lessons internally from good practice that can help to evolve an evidence base of how we apply these themes in practice to our work.

As an integral member of the Portfolio team, he/ she will also have the opportunity to contribute to other areas of the team that is supporting the delivery of GA's portfolio of programmes.

JOB DESCRIPTION

Job title: Thematic Advisor

Department: Portfolio

Reports to: Portfolio Director

Direct Reports: None

Location: Nairobi, with travel nationally and regionally

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

KEY ROLE RESPONSIBILITIES

1) EFFECTIVE INCORPORATION OF PRIORITY THEMES INTO PROGRAMME DELIVERY, PERFORMANCE MANAGEMENT AND LEARNING

- Support programme teams to incorporate themes into strategies, intervention design, ways of working, work plans and monitoring frameworks across the portfolio. Work with the teams in a way that empowers and supports them and ensures they take ownership for incorporating themes and the delivery associated with them.
- Actively monitor progress in incorporating the themes across the portfolio and provide evidence and examples of progress and good practice to the Learning team for our external engagement work.
- Aggregate results, evaluate progress and adapt principles, practices and guidance related to prioritized themes.
- Provide recommendations on further development of these themes for the Portfolio Director and the SMT

2) PRIORITY THEME SELECTION, PRINCIPLES, GUIDANCE AND CAPACITY DEVELOPMENT.

- Input into the process of prioritizing a set of critical themes relevant to GA's work, being led by the Portfolio Director, Learning Director and Programme teams.
- Build a deeper understanding of the issues and opportunities across GA's portfolio of programmes related to the prioritized themes and a basic understanding of remaining themes identified.
- Draw on and support work by the Learning team to research these themes, seeking to identify good practice in applying these themes to sector transformation work.
- Work with the Portfolio team and Learning team to develop principles and practical guidance for our programme teams, pulling out relevant examples from our own work and that of others, creating mechanisms to help teams ask the right questions and identify useful indicators of change.
- Over time assess any training needs and identify potential delivery mechanisms, as well as provide targeted coaching support whilst working with programme teams to effectively incorporate prioritized themes.

PERSON SPECIFICATION

KEY COMPETENCIES

- Highly analytical, with strong critical thinking skills, creative and the ability to learn quickly.
- Able to quickly understand complex themes across the breadth of Gatsby's work, both externally in our sectors and internally relating to how we work and effectively deliver transformation.
- Able to work effectively with teams and support them in generating and owning solutions to opportunities/ challenges presented by thematic areas.
- A genuine team player with excellent interpersonal, listening, and persuasive skills – able to build a strong rapport and trust with staff at all levels of the organisation.
- Excellent judgement, with the ability to think through different courses of action and make pragmatic, practical decisions.
- Strong organisation, planning and time-management skills, with a proven ability to plan and prioritise own work and meet deadlines under pressure.
- Excellent verbal and written communication skills in English and Kiswahili (fluency required).

PERSONAL ATTRIBUTES

- Empathises with GA's mission and values and brings both a commitment to African development and an understanding of the development landscape.
- Integrity and professionalism, setting and demonstrating the highest ethical and moral standards and a strong sense of personal accountability.
- Interest in thematic areas.
- Flexibility and willingness to adapt and adjust plans, based on opportunities and learning.
- An enthusiasm and commitment to evidence-based learning
- Maintains high performance and demonstrates resilience when operating in a fast-paced professional service environment.
- Shows an understanding and appreciation of what it takes to deliver across different cultures.

KNOWLEDGE, EXPERIENCE & QUALIFICATIONS

- Relevant academic qualifications at degree level and likely above
- Experience of economic development, private sector development and implementing sector development work in a number of sectors and contexts – including East Africa. Alternatively, experience of working in a broad range of sectors/ projects on enterprise strategy, operations or core thematic areas such as climate change and inclusiveness.
- Proven excellence working on the practical application of themes related to inclusiveness and climate change for economic development programmes desirable.
- Experience of being brought into teams for project-based work, with demonstration of working collaboratively and effectively within a complex fast-paced professional environment.
- A commitment to African development and an understanding of the development landscape.





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 open to Kenyan nationals or anyone with the right to live and work in Kenya.

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

- Do you have the legal right to live and work in Kenya?
- Do you meet the requirements of this role?

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

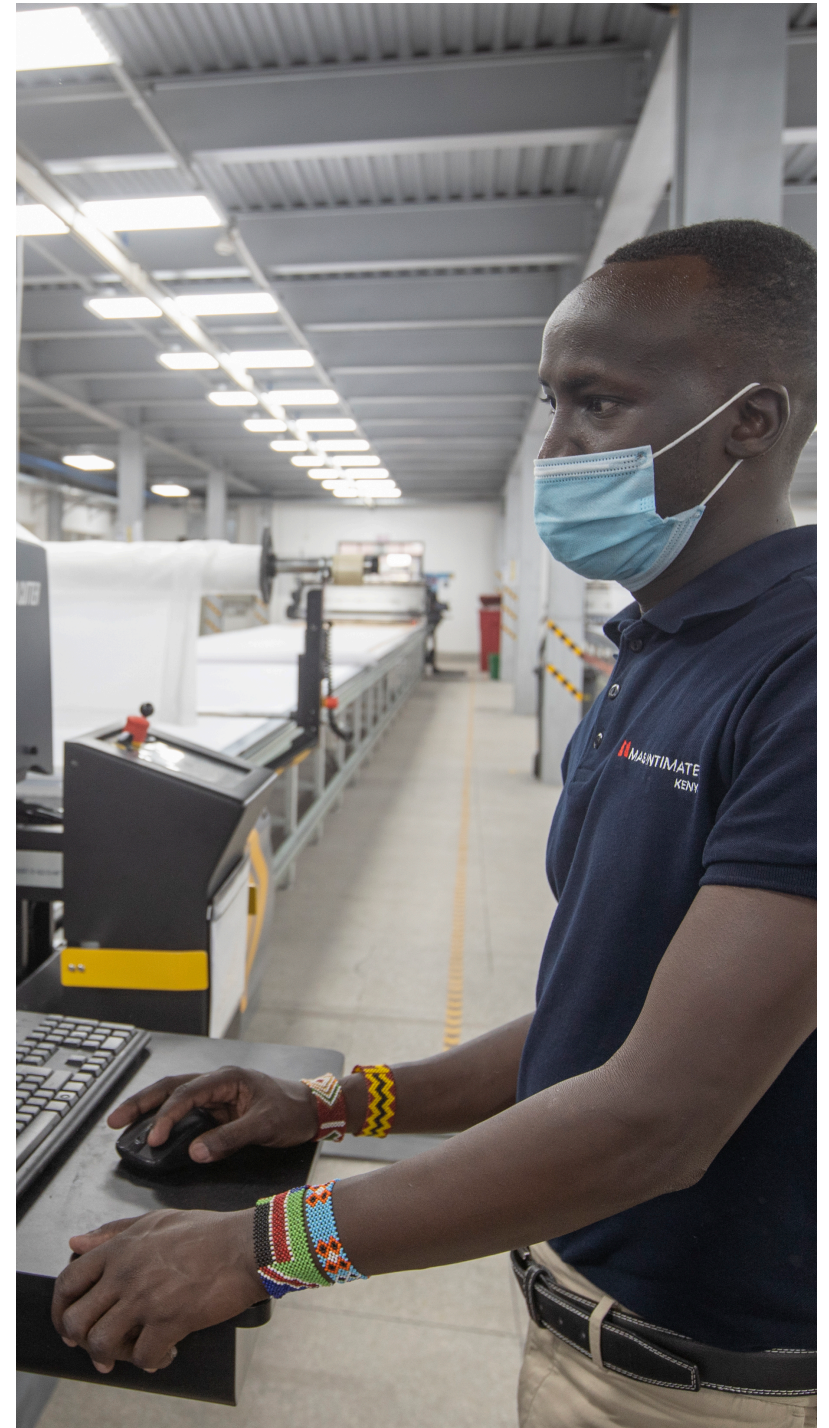
Your supporting statement should be no more than 2 pages long – bullet points are encouraged. It should explain why you are interested in this role and Gatsby Africa, and how your skills and experience make you a good fit – referring to the Person Specification in this pack.

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.