



SENIOR INDUSTRY  
PROGRAM MANAGER:  
TEXTILES & APPAREL - UGANDA  
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](http://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

Gatsby is seeking an ambitious, high-performing Senior Industry Program Manager to oversee its interventions in Uganda reporting to the Industry Director - Textiles & Apparel and working within the wider Textile and Apparel Industry team. The role holder will work with and assist the Industry Director in leading the implementation of key intervention activities and projects within the industry program with a particular focus on Uganda, with some touch points in the wider East African region.

The ideal candidate will bring a set of senior level networks within the policy, development or wider commercial sector within Uganda or in an East African context. They will have excellent strategic and critical thinking skills, with the ability to quickly identify opportunities and risks from different courses of action. This role is on a permanent basis employment role. The incumbent may be initially based in Nairobi with significant travel to Uganda and regionally.

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## JOB DESCRIPTION

**Job title:** Senior Industry Program Manager, Textiles & Apparel

**Reports to:** Programme Director – Textiles & Apparel

**Direct Reports:** tbc

**Location:** Kampala

**Indicative Salary Range:** competitive

## KEY ROLE RESPONSIBILITIES

The incumbent's key responsibilities will be focused on catalyzing growth in manufacturing and investments in the textiles and apparel sector; identifying opportunities to strengthen regional value chains; catalyzing the industry's efforts to improve the markets and incomes available to local producers; and ensuring the industry leads in the development of environmentally sound and sustainable enterprises within the textiles and apparel sector. The role will involve a high degree of public sector engagement, as such the incumbent should have some experience and understanding of the operational framework of the public sectors in Uganda or East Africa. The role may also require interventions at a primary production level.

Primarily the candidate will be expected to fulfil the following:

### 1) Managing industry intervention activities and projects – including conducting some of the following types of activities, for example:

- Helping to design technical assistance programmes and managing technical experts to deliver this
- Contributing to broking strategic partnerships between firms and the Textile and Apparel Program Team.
- Working with policymakers and regulatory stakeholders to ensure smooth execution of industry development propositions focusing on Tanzania.
- Managing market assessments and feasibility/technical studies focusing on Tanzania and aligning them with the wider EAC context

- Writing motivations for grants or investments to selected firms, as needed, to be presented to the Board of Gatsby.
- Facilitating investment promotion work, industry assessment to identify potential partner for linkage with investors in various arrangements including but not limited to equity/debt investment, joint ventures, sourcing arrangements etc.

**2) Stakeholder and partner management –** Forging and managing relationships across a multitude of stakeholders, understanding the actors within the sector and being able to map their role and influence in Gatsby's regional TA strategy.

**3) Project management –** including contributing to overall project management by developing country activity plans and drafting reports for key intervention activities and working with the industry director to ensure activities remain on-target and within budget.

**4) Managing technical experts –** helping to identify, engage with and manage external consultants and world-leading technical experts who contribute to the development work in textiles and apparel sector in Tanzania.

**5) Conducting industry analysis and supporting country strategy development –** conducting analysis to contribute to the development/refining of industry/sector strategy to transform the sector and working with the wider Gatsby team to periodically review and improve these strategies.

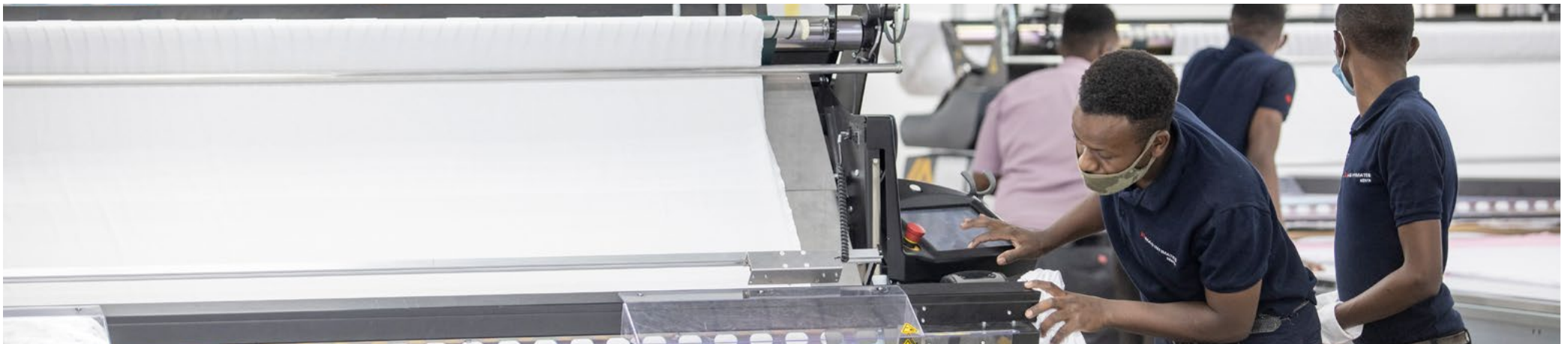
**6) Data collection and dissemination -** identifying, designing, and executing the gathering of sector relevant data that will support and validate Gatsby's textiles and apparel strategy in Tanzania. Producing periodical data that will be relevant to other stakeholders and partners operating in or seeking to participate in the textiles and apparel sector.

Gatsby's interventions and the focus of different team members will evolve according to the program needs, therefore the ideal candidate should be flexible and open to a role that will evolve according to industry needs and resources available to Gatsby. You will have opportunities to contribute to work in other industries or potentially in due course to transfer to other Industry Programmes or units within Gatsby Africa, if in-line with both Gatsby Africa's needs and your professional development objectives.

## EXPERIENCE AND PERSON SPECIFICATION

### Gatsby is looking for star-performers that have:

- Bachelor's degree from a reputable university with a commerce, legal, policy or business administration bias.
- Professional qualification or a Master's degree will be a significant advantage. Where these are not held, then relevant work experience will be mandatory.
- Minimum of Eight (10) years relevant work experience, with at least five (5) years in a role with significant management responsibility and autonomy, three (3) of which should include managing a budget, revenue line (business) or a large project.
- Experience in several the following disciplines: partnership and/or economic development, investment promotion, delivering programmes of technical assistance or business and investment advisory support, financial and quantitative analysis, market studies or corporate strategy
- Excellent communication and engagement skills with demonstrated ability to form and maintain relationships including building a network in a new market or industry.
- Experience working in or with the private sector, government, and development agencies
- Good understanding of market system development approaches is critical.
- Strong commercial acumen, analytical and experience of working on solving complex problems
- Ability to analyze data and other sources of information, probe for further information, make rational judgements from the available information and understand how one issue may be part of a larger system
- Experience and track record in project management and efficient/timely project execution – whether in a commercial or a development sector context
- Demonstrated ability to produce quality reports and materials to communicate and share learnings and evidence from program activities with internal and external stakeholders.
- A self-starter with plenty of energy, excellent interpersonal skills, and high level of emotional intelligence
- Commitment to extensive travel and onsite engagement with partners and industry stakeholders
- A strong attention to detail, quick learner and flexible in a new/changing environment
- Specific experience on the Textile and Apparel sector from a private sector, policy or development sector perspective is highly desirable
- Ability to speak and write Swahili will be added advantage.





## 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 Tanzanian nationals or anyone with the right to live and work in Tanzania.

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 Tanzania?
- 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](mailto:recruitment@cedaraficagroup.com) or call +254 20 240 0339.