



SENIOR MANAGER,
RESEARCH, EVIDENCE &
ENGAGEMENT

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 130+ staff work from offices in Dar es Salaam, 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.

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

Over the past four years Gatsby Africa has evolved substantially into an implementer of development programmes. We employ approximately 170 staff with a primary focus of supporting the transformation of key sectors across East Africa. We work in six sectors across three countries. The depth of our work in each sector, with a flexible but clear approach applied across these different sectors and geographies, provides us with a rich environment for learning, as well as a strong need to bring in new ideas and thinking to support our work.

Our Learning, Insights & Partnerships team is focused on ensuring that we utilise our capabilities as a private foundation to actively learn from our work and that of others; sharing this learning effectively with institutions, governments and development partners to allow them to draw on these lessons in their own work. This means that we need to build really strong capabilities to gather the insights and lessons from how we work – reflecting critically and continuously on our successes and failures in implementation. It means that we need to create and manage mechanisms for internal knowledge sharing, to bring in and adapt external knowledge and to build our external communication channels.

We recognise that to be successful in getting others to learn from our work will require more than just sharing knowledge and will need active relationship building, adaptation of our evidence and materials to meet others' needs, as well as concerted engagement in key debates and discussions. We will need to build a strong network of senior figures that understand our work and who we can draw on to support our external engagement agenda.

The Senior Manager Research, Evidence and Engagement is at the heart of all of this work. It will be responsible for managing a programme of research to ensure that Gatsby's approach is well-evidenced and grounded in economic practice, as well as drawing out strong examples of this work in practice from our programmes. It will be responsible for leading on the development of strategic research partnerships with local and international institutions and coordinating our external engagements across the region to place sector transformation at the heart of current policy debates. This role will help to build GA's reputation, positioning and broader relationships across policy circles in East Africa, working closely with senior country-based staff.

The Senior Manager Research, Evidence and Engagement is a technical role, requiring substantial professional knowledge and expertise in private sector development, ideally with exposure to and experience of implementing market systems programmes. Alongside this, this role requires an understanding of broader debates around economic growth and the role of industrial policy as well as a detailed grasp of political economy challenges, ideally with exposure to these across East Africa.

This role will need a strong academic background and high-quality research skills, with deep experience in the application of research to identify solutions to problems. They will need excellent core management, communications and relationship-building skills coupled with the ability to present research and evidence succinctly and non-technically to senior level audiences. The Senior Manager Research, Evidence and Engagement will need to be comfortable thinking through and designing systems for monitoring, evaluating, learning, adapting and reporting on this agenda.

The ideal candidate will bring a set of senior level networks across the development sector and in East Africa relating to this work. They will have excellent strategic and critical thinking skills, with the ability to quickly identify opportunities and risks from different courses of action.

JOB DESCRIPTION

Job title: Senior Manager Research, Evidence and Engagement

Department: Learning, Insights & Partnerships

Reports to: Learning Director

Direct Reports: TBC

Location: Nairobi, Dar-es-Salaam or London. The role will include significant travel.

Indicative Salary Range:

Kenya - KES 6,205,776 - KES 7,256,667

Tanzania - TZS 11,545,833.3 – TZS 12,904,166

KEY ROLE RESPONSIBILITIES

1) CHAMPION AND CONSOLIDATE GA'S APPROACH THINKING

- Review the current status of thinking and documentation of our approach to sector transformation, covering the whole spectrum of work from evidence behind why we focus on sectors, what we mean by transformation and how we choose sectors, through to how we design programmes, work with governments, monitor and adapt our work.
- Establish a plan of work to fill in the gaps of this, our approach, whether this is building an evidence base for specific changes, developing materials for external influencing and internal purposes, ensuring that all materials are widely available and working with knowledge management and skills leads to ensure that all staff have a shared understanding of our approach
- Manage international and local consultancies to deliver academic level research in support of our approach, as well as practical guidance for programmes and governments relating to sector transformation

2) FACILITATE EVIDENCE BASED EXTERNAL ENGAGEMENT

- Support the refinement and implementation of GA's external engagement strategy including designing detailed objectives for sharing learning
- Coordinate the implementation of plans to share learning and engage externally across East Africa
- Produce evidence papers and play a lead technical role in discussions with target audiences
- Build and maintain a broad and deep network of international and local researchers, research institutions, think tanks and network organisations identifying mechanisms for us to collaborate to enhance their understanding and to share our joint learning externally
- Work with other members of the Learning Team to design and deliver conferences, workshops and research dissemination mechanisms to raise awareness and understanding of our approach among individuals from target audiences including funders, investors, governments and other institutions

3) OVERSEE PROGRAMME OF CROSS-CUTTING RESEARCH

- Carefully design, manage and deliver research projects to ensure they deliver practical outcomes with a clear dissemination strategy and target audiences
- Shape the work of other members of the Learning Team, e.g. through coordinating an overarching research agenda to guide GA's cross-portfolio research, covering the needs of our programmes, our fundraising and our government engagement agenda
- Work with the Portfolio Team to validate research findings to develop practical tools for how these might usefully be applied in practice, e.g. by GA's programmes
- Lead the research and external engagement aspects of the Learning team's budgeting process and annual reporting cycle, managing these budgets

PERSON SPECIFICATION

KEY COMPETENCIES

- Sound experience and understanding of private sector development and market systems development programming principles and practices
- Deep exposure to and understanding of broader debates around economic growth and the role of industrial policy
- A detailed grasp of political economy challenges, with exposure to these across East Africa
- High-quality research skills, with deep experience in the application of research to identify solutions to economic problems
- Excellent core management, communications and relationship-building skills coupled with the ability to present research and evidence succinctly and non-technically to senior level audiences
- Experience designing systems for monitoring, evaluating, learning, adapting and reporting on this agenda
- Excellent strategic and critical thinking skills, with the ability to quickly identify opportunities and risks from different courses of action

PERSONAL ATTRIBUTES

- Experience of complex project management – managing multiple contracts, ensuring milestones and deadlines are met, overseeing and holding to account contractors
- The ability to build trusted relationships with the maturity and judgement to manage complex stakeholder dynamics in a multi-cultural environment
- Ability to influence and get results in a matrix system (or similar) to motivate and coordinate input from others
- Excellent communication skills – written and oral, including report writing.
- Commitment to a high standard of professional performance and integrity

- 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
- 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

KNOWLEDGE, EXPERIENCE & QUALIFICATIONS

- Proven experience of working within large-scale and complex private sector development programmes, including market facilitation programmes
- Experience of working in cross-cultural teams, demonstrating sensitivity to cultural differences
- A network of contacts across the development and investment sectors in East Africa.
- 10 years' relevant experience with substantial project management expertise
- Experience of working in international development, ideally with in-depth experience in East Africa
- Experience of working closely with a range of senior stakeholders across public and private sectors
- Relevant higher education qualification at bachelor's degree level or above

DESIRABLE

- Kiswahili language skills



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 East African citizens or anyone with the right to live and work in these countries.

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, Tanzania or the UK?
- Do you have experience of working on private sector development initiatives and of delivering research projects, coupled with a deep understanding of economics and industrial policy?

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: 31st May 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.