



**Senior Manager
Livestock Programme**

CANDIDATE PACK

**Location:
Nairobi- with significant travel to
Northern Kenya**

Seeking an ambitious top-performing professional for a key programme role in Gatsby Africa, an ambitious and dynamic organisation committed to the transformation of high potential sectors in East Africa.

Gatsby Africa

Gatsby Africa is a private foundation set up by Lord David Sainsbury that is committed to building stronger economies in East Africa through the transformation of high potential sectors.

East Africa urgently needs economic transformation - growth with depth that will radically change economies, rapidly create jobs and offer large numbers of people pathways to make a step-change in their income. To address this, Gatsby aims to catalyse large-scale and lasting change in high potential sectors in East Africa to benefit many hundreds of thousands of people over the long-term. We have a portfolio of five sectors across Kenya, Rwanda, Tanzania and Uganda: aquaculture, textiles & apparel, forestry, livestock and water services. In addition, Gatsby has been supporting work in the tea industry in Tanzania and Rwanda through our partner, The Wood Foundation.

Gatsby's livestock programme is in an exciting phase where it's aiming to test and demonstrate with private sector partners new secondary production models of fattening livestock that can help the sector adapt its production systems to improve the quality and quantity of livestock produced, whilst ensuring pastoralists are linked into the new system.

As we build our work in this area Gatsby needs to expand our team so we're able to effectively develop relationships with key stakeholders and potential partners in the sector, who have a role to play in the sector's sustainable development in Kenya and the wider region.

Purpose of the Role

The successful candidate will play a central role in our work by developing and delivering partnerships with private sector firms innovating in the secondary production space. Through these relationships they will help identify and remove the constraints holding those firms back, with a particular focus on how they can link with pastoralist primary production systems, whilst also building detailed business models that will help demonstrate the key drivers of value and how these models could be replicated and scaled. They will have strong interpersonal skills and a deep network with innovators in the livestock sector and from Northern Kenya.

This role will require significant time to be spent in the livestock producing regions of Kenya working directly with the private sector.

Overview of Responsibilities

The successful candidate will play a vital role in helping to influence and drive change through others in the sector. Responsibilities will likely include, as illustrative examples:

- Identify, secure and manage partnerships with private sector firms operating in the livestock sector.
- Test and learn through these partnerships the viability of different business models in secondary production.
- Develop strategies to improve sourcing of cattle to supply into secondary production models by understanding key pastoralist cattle production areas, cattle trade routes, and seasonality that impacts cattle supply.
- Manage work planning, budgeting, implementation, and learning, including engaging external advisors and monitoring progress.
- Meet additional programme and organizational requirements, such as supporting other areas of work, sharing insights, representing Gatsby externally, attending meetings, and providing coaching to the wider team.

Person Specification

This is a challenging and exciting role that will require an individual who has extremely strong analytical, creative, and critical thinking skills; strong relationship management and communication skills; an entrepreneurial drive and eye for opportunity; a strong grasp of economics; and an ability to quickly grasp complex problems.

Competencies and attributes

- Excellent relationship management skills with the personal credibility to build trust quickly and engage with external partners on an equal footing.
- Excellent analytical abilities - able to identify and appraise strategic business challenges and opportunities, plus undertake basic business modelling.
- Strategic and lateral thinking skills and good judgement - ability to assimilate information and new ideas quickly to determine strategic opportunities and risks, including understanding firm-level challenges and opportunities.
- Excellent written and verbal communication skills - able to communicate complex issues with clarity and structure, and to deliver documents to the highest level of professionalism.
- Strong interpersonal skills - able to work as a team member to coordinate analytical inputs across the team and with external consultants, and able to gain the trust and confidence of external stakeholders at all levels.
- Good organisation, planning and time-management skills, with a proven ability to plan and prioritise own work and that of others and meet deadlines under pressure.

Knowledge, Experience & Qualifications

- Higher education qualification at bachelor's degree level or above in Economics or Business, or other relevant technical disciplines
- Fluent in English, Kiswahili and at least one language from a pastoralist region (for example but not limited to Somali, Borana, Maasai)
- At least 6 years' experience working in the livestock sector in East Africa - in the private sector, private sector development, consultancy, or in a social enterprise, with a demonstrable network in Northern Kenya.

Do you have?

- A private sector outlook, and a commitment to improving the lives of East Africans through transforming high potential industries.
- Excellent people skills and demonstrate humility.
- A proactive approach as a self-starter.
- Maturity and good judgement to manage external and internal relationships effectively.
- 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.
- Strong intellectual curiosity with a thoughtful approach to relationship building and critical thinking skills.

How to apply:

If you meet the criteria outlined above and would like to apply for the role, please submit:

- an up-to-date Curriculum Vitae/Resume (of no more than 2-3 pages)
- a cover letter

Your cover letter should be no more than one page long. It should explain why you are interested in this opportunity and Gatsby Africa, and how your skills and experience make you a good fit. Bullet point cover letters will not be considered.

Please submit the above documents to recruitment@gatsbyafrica.org.uk with the subject as Senior Manager - Livestock.

Closing date for applications: 26th March 2024

Only shortlisted candidates will be contacted.

Diversity, equity and inclusion

Diversity, equity 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@gatsbyafrica.org.uk



www.gatsbyafrica.org.uk