



**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 support businesses to test and demonstrate secondary beef production models for fattening cattle that can help the sector adapt its production systems to improve the quality and quantity of livestock produced, whilst ensuring pastoralists benefit from the new system. At the same time, it's looking to support the enabling of multi-stakeholder participation and collaboration to address key issues faced by the sector.

As we build our work in these areas Gatsby needs to expand our team so we're able to effectively capture the lessons we're generating from testing secondary beef production and how different production systems impact climate, environment and animal welfare; and to help inform and facilitate debates that can play a role 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 action research on Gatsby's investments in secondary beef production models and in synthesizing knowledge on different beef production systems, including secondary and pastoralist production systems, to share with stakeholders. The role will also support sharing technical information with businesses and other sector stakeholders, and improving technical advice based on research, knowledge and learning.

The individual will need to be able to engage effectively with the businesses Gatsby supports that are testing the models as well as other sector stakeholders. The person will synthesize knowledge on secondary production from the Gatsby technical team and consultants who provide technical assistance to businesses. Along with being able to design and deliver effective research, they will also need to possess strong interpersonal skills, be an effective

programme manager and have a core grasp of economics. It is likely that they have a background in animal production, or a similar field in livestock.

This role will require significant time to be spent in the livestock producing regions of Kenya working directly with the private sector, and in collaborating with external researchers and consultants.

Overview of Responsibilities

The successful candidate's responsibilities will likely include, as illustrative examples:

- Design, deliver and continuously adapt action research that aims to understand and explain the key drivers of success of secondary production models and the trade-offs associated with them on climate, environment and animal welfare.
- Support in the successful delivery of testing secondary production models, including identification, onboarding and managing delivery of technical support to partners.
- Support in the dissemination of research relating to secondary production models, including effectively supporting the Gatsby Africa team to engage with the public and private sector, as well as the development community.
- Manage work planning, budgeting, implementation, and learning, including engaging external consultants and monitoring progress.
- Meet additional programme and organisational requirements, such as supporting other areas of work, sharing insights, and representing the Gatsby livestock sector internally and externally.

Person Specification

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

Competencies and attributes

- Excellent analytical abilities - ability to design action research and conduct rapid analysis of information to generate knowledge and recommendations.
- 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. This will include communicating technical research outcomes to non technical stakeholders.
- Excellent relationship management skills with the personal credibility to build trust quickly and engage with external partners collaboratively.
- 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 Animal Production, Animal Science, Veterinary Medicine or a related field. We will also consider other relevant scientific backgrounds providing the candidate has experience in action research with agribusiness and/or in pastoralist regions.
- Fluency in English and Kiswahili required; additional language from a pastoralist region desirable (for example but not limited to Somali, Borana, Maasai, Pokot)
- At least 5 years' professional experience in action research including some experience working in the livestock sector or pastoralist regions in East Africa

Do you have?

- Excellent people skills and demonstrate humility.
- A proactive approach as a self-starter.
- Maturity and good judgement to manage external and internal relationships effectively.
- A private sector outlook, and a commitment to improving the lives of East Africans through transforming high potential industries.
- 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 Manager - Livestock.

Closing date for applications: 31 July 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



**Gatsby
Africa**

www.gatsbyafrica.org.uk