



# Junior Manager, Insights

## CANDIDATE PACK

### Location:

**Dar es Salaam, Tanzania  
with regular in-country travel and  
some regional travel**

# Seeking a top-performing professional for a key 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 and more inclusive 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, forestry, livestock, textiles & apparel and water services. In addition, Gatsby has been supporting work in the tea industry in Tanzania and Rwanda through our partner, The Wood Foundation.

Our Insights 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 internally, and externally with governments, institutions, development partners and finance institutions so they can apply it at scale. We are seeking to become an effective learning organisation, gathering the insights and lessons from how we work - reflecting critically and continuously on our successes and failures in implementation. At the same time, we want to be much more externally focused, engaging with global and local debates about the pathways to economic transformation and the role of specific sectors in driving such change, providing direct support to governments and other institutions to adapt and adopt these lessons and best practices.

The Insights Team work closely with our Country Directors, Portfolio Team and Communications Team to drive our internal learning and external engagement agendas. This means working closely with programme teams to understand their work and draw out lessons, championing our Learning Strategy and finding ways to enhance our internal processes and systems. It will involve efforts to learn from others across the world and to develop external materials to share our learning with general audiences.

To support this work, the team conduct regional and country-specific economic research, develop frameworks and tools for sector prioritisation and then apply them in practice working with governments, funders and finance institutions. The work involves designing and delivering programmes of support to governments and key agencies, to support their application of effective industrial policies in pursuit of sector transformation, with a core focus on building capacity of key institutions to lead this work. As part of these efforts, Gatsby is currently providing a programme of support to key institutions at the centre of government in Tanzania, aimed at supporting the government's effectiveness in driving economic transformation.

To do this role well, the Insights Team brings together a strong set of core skills with broad technical expertise in research, economics, market systems thinking and industrial policy.

The Team has strong relationship building and communications skills, with the ability to prioritise and manage multiple workstreams and partnerships, collaborating effectively with a wide range of staff across Gatsby and beyond. We work flexibly as a team to deliver our work with a relatively flat structure and small sub-teams for key projects.

## Purpose of the Role

The successful candidate will play a vital role in enabling Gatsby's Tanzania government engagement programme and wider work of the Insights team, contributing to a variety of strategic projects and working closely with Gatsby's Senior Managers - Insights, Programme Director, Insights Director, and wider team. The focus of the role will be on providing work planning and implementation support to the team, stakeholder engagement, and contributing to the production and communication of research and evidence that are effective in influencing Gatsby's target audiences.

## Overview of Responsibilities

The successful candidate will provide flexible resource for the team across multiple workstreams, requiring good planning and the careful sequencing of tasks to ensure high-quality and timely outputs. They will need to understand Gatsby's approach to economic transformation, collaborate effectively with colleagues across the organisation and build trusted relationships with Gatsby's priority partners in Tanzania, deepening these relationships to provide insights into how Gatsby can best support change.

Responsibilities will likely include the following as illustrative examples:

- Support the design and delivery of priority projects with key external partners - including logistics and event management.
- Deliver high-quality and timely outputs such as analysis, briefs, presentations, project plans, reports and short case studies, in support of priority projects and wider themes related to Gatsby's approach.
- Build trusted relationships with staff in partner institutions and contribute to building Gatsby's networks in Tanzania, to support effective and timely project delivery.
- Manage and monitor different workstreams, enabling all team members and project partners to keep abreast of developments.
- Contribute to Insights team's reporting for monitoring, evaluation, learning and reflection of ongoing projects and interventions.

- Design and deliver the production of communications materials from priority projects for sharing internally and externally with target audiences.

More specific responsibilities, deliverables and project reporting lines will be agreed annually based on priority areas of work, as well as skills, capacity, and development need.

## Person Specification

This is a challenging and exciting role that will require an individual who has strong planning and implementing, analytical and critical thinking skills; is an effective coordinator; strong relationship management and communication skills; a grasp of economics; and an ability to contribute ideas and out of the box thinking.

### Key Competencies

- Strong work planning and implementation skills to follow-up and deliver strategic projects.
- Critical thinking skills, including an ability to reflect on underlying causes, ask insightful questions, and extract insights from data.
- Effective written and verbal communications skills, with the ability to communicate complex issues and evidence simply and effectively to different audiences.
- Excellent interpersonal skills, with demonstrated experience engaging productively with diverse stakeholders, including government officials, donors, research organizations, and philanthropic organizations.
- Innovative and open-minded, with an ability to identify new ways of thinking about a problem and to propose innovative solutions.

### Personal attributes

- Ability to take initiative and work independently, taking a high degree of personal responsibility for results.
- Sound judgement to manage external and internal relationships effectively.
- Strong intellectual curiosity and critical thinking skills.
- Commitment to a high standard of professional performance and integrity.
- Strong empathy and people skills.
- A private sector outlook on development, and a commitment to improving the lives of East Africans through transforming high potential industries.
- Adaptability and comfort with ambiguity and change.

## Knowledge, Experience and Qualifications

- At least 4 years' experience of working in a relevant role in policy analysis, economic advisory or related work across private sector development, economic development, research, government, or consultancy, with a focus on African countries (strong preference given to experience in Tanzania).
- Experience managing partnerships or engaging closely with any of the following institutions: government, private sector associations, universities, research institutes, development partners or other influential institutions in Tanzania.
- Strong understanding of the fundamentals of economic and business theory.
- A Bachelor's degree or above in economics, public policy, international development, or a related field.
- Experience conducting research or analysis, ideally including economic analysis, and communicating outputs of this analysis.
- Experience in project management or project delivery.
- Demonstrated expertise in private sector development, inclusive growth strategies and/or industrial policy, preferably in an African context.

## Our Values

We have established a set of core values that serve as the foundation for the culture we strive to foster.

### We Dream

**Ambitious** - We are deliberately *ambitious* - seeking transformational change and creating sectors of the future.

**Innovative** - We are *innovative* - prepared to take calculated risks and pioneer innovations with our partners to achieve our aims

### We Discover

**Empathy** - We work with *empathy* and humility, knowing that we can only be successful if others own the solutions.

**Learning** - We always seek to *learn* - always curious to understand why things do or do not work

### We Deliver

**Collaborative** - We are a *collaborative* organisation - knowing we can only achieve our aims when we work with others, and we build local ownership.

**Delivery** - We maintain a *delivery* focus - holding ourselves to the highest standards and knowing that everything we do must be focused on bringing meaningful change that lasts and doing so in the most efficient and cost-effective way possible.

# How to apply:

If you meet the criteria outlined above and would like to apply for the role, please visit [www.empower.co.tz](http://www.empower.co.tz)

You will need to sign up on Empower's candidate portal, complete your profile and 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 at Gatsby Africa, and how your skills and experience make you a good fit. Bullet point cover letters will not be considered.

The role can be found by searching *Junior Manager - Insights* and you can click APPLY NOW to apply.

**Closing date for applications: Friday, 15 August 2025.**

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 [info@empower.co.tz](mailto:info@empower.co.tz)



**Gatsby  
Africa**

[www.gatsbyafrica.org.uk](http://www.gatsbyafrica.org.uk)