



Senior Officer - Livestock Programme

Candidate Pack

Location:

Nairobi - with an estimated 70% travel required across Kenya

Contract:

2-year fixed term

Gatsby Africa is seeking an ambitious, top-performing professional, passionate about the livestock sector, for a key programme role in a dynamic organisation committed to transforming high-potential sectors in East Africa.

About Gatsby Africa

Gatsby Africa is a private foundation set up by Lord David Sainsbury, with a long history of engaging in East Africa across government, business and society. We are committed to building stronger inclusive economies in East Africa, supporting the region to respond to the key trends that are shaping the future. We do this through identifying and building industries and sectors of the future - sectors that if successful will uplift many people out of poverty. This is our purpose; the reason we exist.

We currently operate across a diverse range of sectors across Kenya, Rwanda, Tanzania and Uganda - Commercial Forestry, Aquaculture, Textiles & Apparel, Livestock, and Tea - and we are continuously assessing new opportunities across manufacturing and services, in addition to agriculture. Our portfolio puts us in a strong position to deliver meaningful levels of impact in the region and strengthens our ability to generate and share our learning with others.

As an organisation we are deeply rooted in East Africa. Over 90% of our staff are based and from East Africa, and our value as an organisation is largely derived from our understanding, knowledge and expertise in the region. We are able to combine deep sector expertise with an ability to understand and navigate the political and business context in East Africa.

Gatsby Africa's Approach

We adopt an ambitious, commercial and pragmatic approach to catalysing sectors. We understand that the business must make sense, and the success of sectors is driven ultimately by capable firms driving growth. We also understand that sectors operate in a local context which is complex, sometimes political, and where innovating and pioneering new transformative growth means taking risks - and that moving from pioneering firms to building broader sectors takes time and deliberate focus, building sector capabilities and supporting the government to play their role effectively. We recognise the important role governments play in enabling, and in some instances unlocking, growth. We believe it is only by working in partnership with entrepreneurs, established firms, investors and governments that lasting and meaningful change can be secured.

We are committed to learning from our own work and that of others, and to sharing these insights both internally and externally with governments, partners and investors to influence decisions and drive change. We are becoming more externally focused, engaging in global and local debates on economic transformation and supporting governments and partners to adapt and apply lessons and best practices.

The Livestock programme

Gatsby's livestock programme is in an exciting phase. With private sector partners we are testing and demonstrating secondary beef production models for finishing and fattening cattle that can help the sector adapt its production systems to improve the quality and quantity of beef produced, while ensuring pastoralists are linked and benefit. This work spans identifying opportunities with entrepreneurs investing in secondary beef production; provision of strategic on-demand technical advice and support on designing infrastructure; sourcing and trader/aggregator relationships; feed and fodder production; feed formulation; water for livestock and irrigation; and offtake and meat markets. In parallel, we support multistakeholder participation and collaboration to address key constraints in the sector and are starting to look at what the barriers to scale of secondary production models are and what can be done to remove those barriers.

As we build our work in this area, we are expanding our team focused on partnership management so we can effectively provide hands-on support to businesses, and consolidate learning on what works and why for sharing with livestock sector stakeholders - public, private and development partners.

Purpose of the Role

The Senior Officer - Livestock will play an important role in managing the relationships with our beef secondary production partners, understanding their progress and challenges, identifying opportunities to strengthen the partnership and collection of the required data that will allow the programme to better understand what works and why. They will also be the programme's eyes and ears in the sector, identifying emerging trends and opportunities that can be leveraged to support the delivery of the programme strategy.

This position will require extensive field engagement - spending significant time outside Nairobi - to gather data, maintain close relationships with partners and sector actors, and ensure Gatsby's work is grounded in on-the-ground realities of the sector.

Overview of Responsibilities

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

- Support with the identification and development of pipeline partners, both secondary producers and also other livestock businesses and stakeholders who may support delivery of the programme strategy
- Effectively build trusted relationships with a set of secondary production partners and stakeholders that enable open and transparent engagement and effective programme delivery.
- Support with the definition of technical assistance requirement to secondary production partners that can help to improve productivity and profitability of their farms.
- Lead data collection for secondary producers as relationship manager, which will include contributing to the learning plan for the partner, understanding the best way

to collect and validate data and maintaining regular communication to enable it.

- Monitoring of livestock markets, including synthesising and triangulating data from different markets and sources to understand seasonality and trends.
- Participate in meetings with sector stakeholders, market actors, including relevant livestock and meat businesses government entities as required.

Person Specification

This is a challenging and rewarding role suited to an individual who is passionate about the livestock sector, enjoys fieldwork and engagement with businesses.

Preferred Qualifications and Experience

- Knowledge of pastoralism and livestock trade in Kenya, with existing relationships in at least one of key cross-border trade corridors (i.e., Kenya-Somalia, Kenya-Ethiopia, Kenya-Uganda, Kenya-Tanzania).
- Up to five years' experience in some combination of market analysis and research / working in livestock sector.
- Fluent in English, Kiswahili and at least one language from a pastoralist region (for example but not limited to Somali, Borana, Pokot, Turkana, Maasai)
- Advanced skills in Microsoft Word and Excel.
- University degree in Economics, Business or relevant discipline.

Competencies and attributes

- Excellent interpersonal skills and ability to build trusted relationships with a range of sector stakeholders.
- Strong networks that enable undertaking of due diligence on potential partners; and collection of qualitative information on sector developments.
- Highly organised and systematic in data collection, analysis, and storage.
- Strong analytical and problem-solving skills with attention to detail.
- Strong written and verbal communication skills.
- A proactive and entrepreneurial attitude with initiative to work independently.
- Commitment to engaging the private sector to drive change in the livestock industry.
- Humility, empathy, and commitment to Gatsby Africa's mission and values.

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 3 pages)
- A one-page 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 the link below

Link: [Senior Officer - Livestock](#)

(If the link doesn't work, copy and paste the link below

<https://sfct.peoplehr.net/Pages/JobBoard/Opening.aspx?v=cc4af183-181e-490b-b4ef-820ca17ba0ff>)

Closing date for applications: 15 May 2026 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 differences 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

Our Values

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

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

Discover

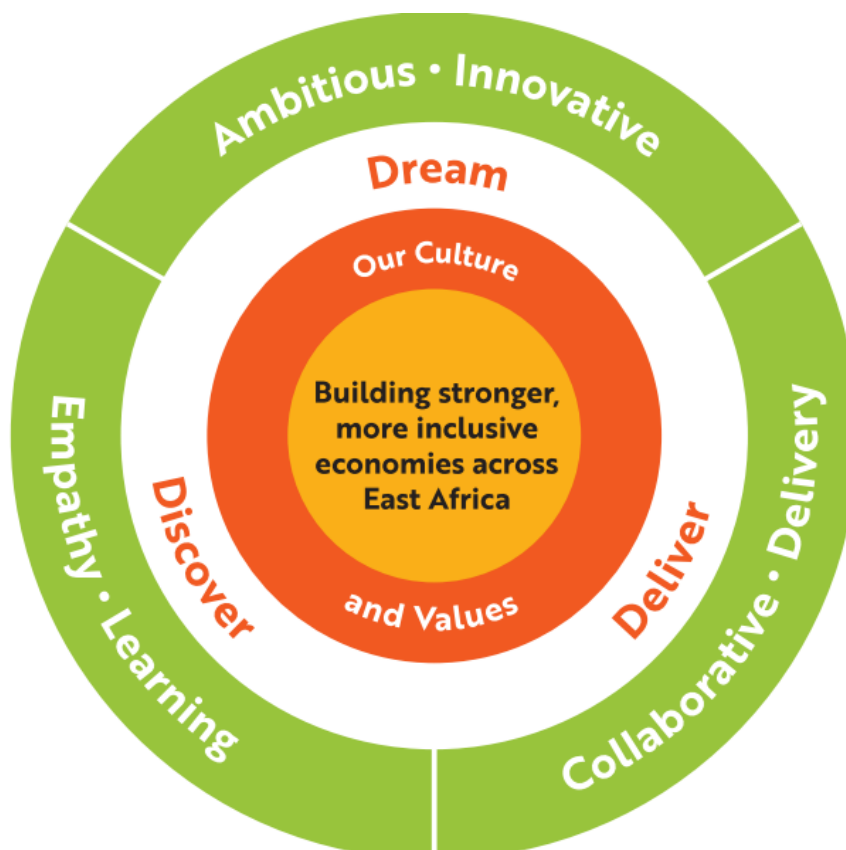
Empathy - We work with *empathy* and humility, knowing that we can only be successful if others own the solutions

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

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.





www.gatsbyafrica.org.uk