



# Deputy Director, IT & Digital Transformation

## Position Specification

June 2026



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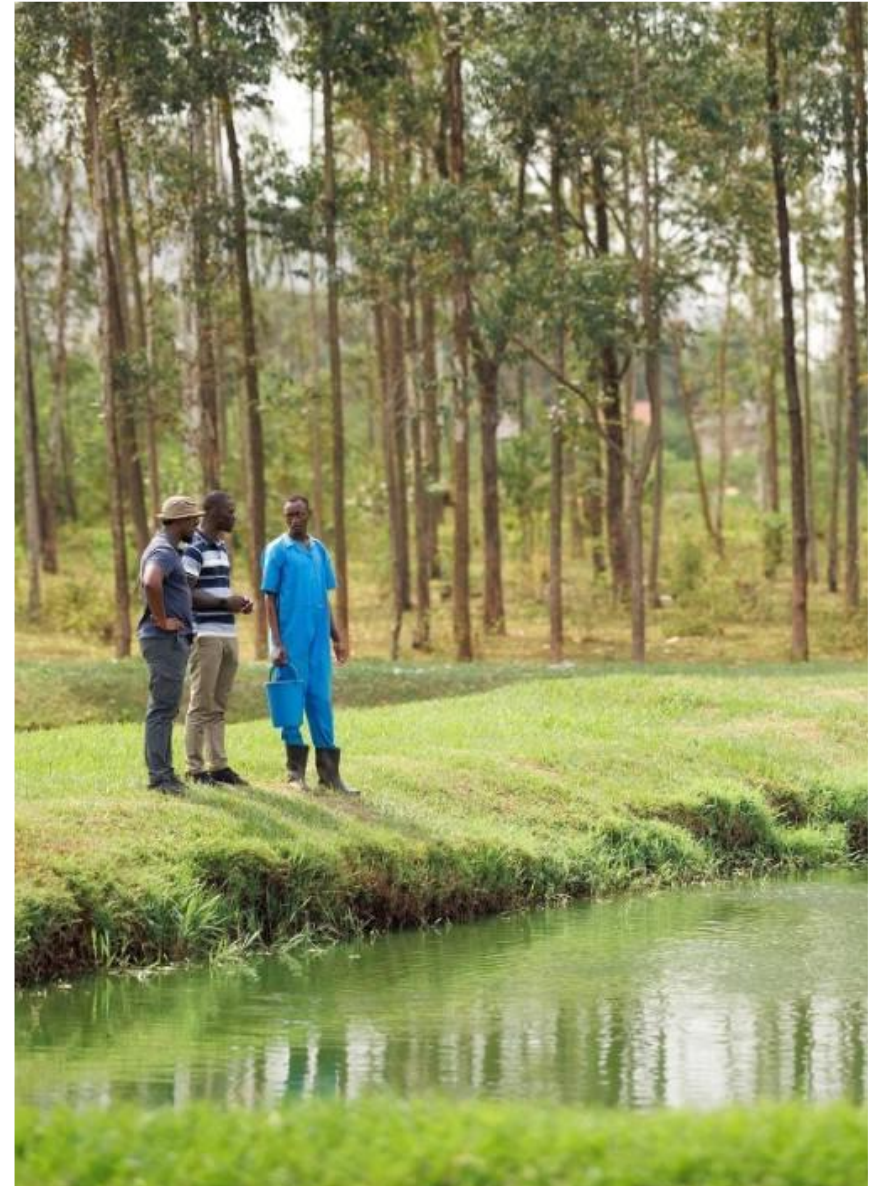
## The Opportunity

Gatsby Africa is seeking an accomplished Deputy Director, IT & Digital Transformation to provide strategic leadership, governance and assurance for its information technology function. Based in Nairobi and reporting to the Operations and Finance Director, the role holder will be responsible for ensuring that IT services, systems, infrastructure and security effectively enable Gatsby Africa to deliver its mission, operate efficiently and manage risk appropriately. The position sits at the intersection of organisational strategy and technology delivery, requiring a leader who can set direction, establish appropriate controls and drive continuous improvement across the IT function.

The role carries a critical dual accountability. Within Gatsby Africa, the Deputy Director will own the IT strategy, annual operating plan and risk register, ensuring that technology decisions are aligned with organisational priorities and that significant issues are resolved internally wherever possible. At the group level, the role holder will work in close partnership with the SFCT Head of IT, ensuring that Gatsby Africa's IT practices align with group-wide standards on cybersecurity, data protection and technology governance, and that only material risks or decisions are escalated accordingly.

Beyond governance, the Deputy Director will champion the strategic adoption of AI and automation across the organisation, maintaining a clear roadmap of initiatives that drive operational efficiency and measurable benefit. The role will also oversee IT service management, infrastructure resilience, business continuity, vendor relationships and budget control, while providing leadership and development to the IT management team.

This is a senior leadership role that sits within Gatsby Africa's Leadership Group, requiring an individual who can balance technical rigour with strong interpersonal influence, operate effectively across multiple geographies and functions, and bring credibility both internally and within the wider SFCT group.



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## About Gatsby Africa

Gatsby Africa (GA) 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, Global Business Services, Bio-Based Construction and Soya - and we are continuing to assess new opportunities across manufacturing and services, in addition to agriculture.

Our portfolio puts us in a strong position to deliver meaningful levels of impact for millions of people in the region and strengthens our ability to generate and share our learning with others.

As an organisation we are very 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 combine deep sector expertise with an ability to understand and navigate the political and business context in East Africa.



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## How We Work

We adopt an ambitious, commercial and pragmatic approach to catalysing sectors. We understand that 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 are set up to play this role. We are pragmatists and doers, and we like to work quickly and nimbly. We have an ability to take risks ourselves, and more importantly to support pioneer firms to take risks.

Our team structures tend to be flat and dynamic. This gives us the ability to be flexible and adaptive, and we can use any tools that are appropriate, from direct investment into business to technical assistance and research. With this flexibility, we empower team members to be entrepreneurial, and to identify and drive opportunities in the sector.

We also 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 across GA and with governments, partners and investors to influence decisions and drive change. We are also 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 Gatsby Africa Team

The Gatsby Africa team consists of 120+ employees of 8+ nationalities. 90% of Gatsby Africa employees are based in East Africa. Most of Gatsby Africa's sector transformation staff come from the private sector, including some of the leading management consultancies and businesses in the region such as McKinsey & Company, Deloitte, PwC, Open Capital, Adam Smith International and Unilever.

## Purpose of the Role

The Deputy Director, IT & Digital Transformation is responsible for providing strategic leadership, governance and assurance for Gatsby Africa's information technology function. The role ensures that IT services, systems, infrastructure and security effectively enable Gatsby Africa to deliver its mission, operate efficiently and manage risk appropriately. The Deputy Director is accountable for setting direction and establishing appropriate controls and oversight for GA and is accountable to the SFCT Head of IT for ensuring alignment with group IT and security standards and best practice.

The Deputy Director will ensure that IT issues are properly assessed and resolved within Gatsby Africa wherever possible, and that only significant risks or decisions are escalated to SFCT IT.



## Scope of Accountability

The Deputy Director IT & DT holds accountability for:

- The development and execution of Gatsby Africa's technology strategy, ensuring it supports organisational priorities and long-term objectives.
- The effective delivery, management and continuous improvement of Gatsby Africa's technology systems, services and digital capabilities.
- Technology governance, cybersecurity, data protection and technology risk management, in alignment with group-wide standards and requirements.
- The evaluation, prioritisation and implementation of major technology initiatives and investments.
- Building and maintaining a strong partnership with the SFCT IT function to ensure strategic and operational alignment across the group.
- Ensuring Gatsby Africa's technology environment operates effectively within the framework of group-wide infrastructure, policies and governance arrangements managed by SFCT IT.

The Deputy Director IT & DT works closely with the SFCT Head of IT and their team, who provide group-wide oversight, standards and guidance across technology, cybersecurity and data protection.

While Gatsby Africa retains responsibility for its own technology strategy and delivery, the role is accountable for ensuring alignment with SFCT requirements and for securing appropriate input, review and approval on strategic technology decisions.





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## Job Description

- Reports to:** Operations and Finance Director with a dotted-line reporting relationship to the SFCT Head of IT
- Direct reports:** IT Manager
- Location:** Nairobi, Kenya with regular travel to East Africa and the UK as needed

## Key Role Responsibilities

### 1. Strategic Leadership and Governance

- Setting and owning Gatsby Africa's IT Strategy and Annual Operating Plan, ensuring alignment with organisational priorities and SFCT IT direction.
- Acting as the primary point of assurance for IT matters requiring alignment with SFCT standards, ensuring that proposals, risks and exceptions are appropriately assessed, documented and approved.
- Providing strategic leadership and clear governance for the IT function, including policies, standards and decision-making frameworks.
- Championing innovation through the use of automation and AI to drive efficiencies across the organisation.
- Providing regular reporting to the Senior Management Team on IT performance, risks, issues and planned investments.
- Acting as the senior decision-maker and escalation point for significant IT matters.



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## 2. Risk Management, Security and Compliance

- Being accountable for the security of Gatsby Africa's data, systems and IT assets.
- Ensuring appropriate cybersecurity governance, controls, audits and risk mitigation measures are in place in close collaboration with SFCT.
- Owning the IT risk register and ensuring risks are identified, managed and escalated appropriately.
- Ensuring compliance with data protection, privacy and relevant regulatory requirements.
- Promoting a strong culture of information security and risk awareness across the organisation.

## 3. IT Service Management and Operational Assurance

- Ensuring effective IT service management processes are in place, including incident, problem and change management, and that IT services are reliable, resilient and meeting agreed service levels.
- Overseeing user support and service desk operations.
- Acting as the senior escalation point for major IT incidents.



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## 4. Infrastructure, Systems and Business Continuity

Being accountable for GA-deployed systems and services and for providing support to SFCT at group level for:

- the resilience, sustainability and performance of IT infrastructure, systems and cloud services.
- appropriate back-up, disaster recovery and business continuity arrangements are in place and regularly tested.
- oversight of identity and access management, systems administration and technology life-cycle planning.

## 5. Projects, Change and Continuous Improvement

- Sponsoring and overseeing IT projects and change initiatives to ensure alignment with organisational priorities.
- Ensuring effective governance, prioritisation and transition of new systems and services into business-as-usual operations.
- Promoting continuous improvement in IT services, processes and user experience.
- Ensuring that significant projects and change initiatives are subject to appropriate governance, risk assessment and readiness review prior to SFCT approval.



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## 6. Strategic Leadership, Innovation and AI

- Being accountable for the strategic adoption, governance and responsible use of AI and automation across Gatsby Africa, ensuring prioritisation, measurable operational benefit and appropriate risk management.
- Maintaining an AI and automation roadmap, including oversight of benefits realisation and data protection considerations.

## 7. Financial, Vendor and Asset Management

- Being accountable for IT budget planning, cost control and value for money.
- Approving significant IT investments, procurement decisions and vendor contracts.
- Ensuring effective vendor management, software licensing and asset management arrangements are in place.



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## 8. People Leadership and Capability Development

- Providing leadership and direction to the IT management team.
- Ensuring appropriate workforce planning, skills development and succession planning within the IT function.
- Fostering a collaborative, high-performing and professional IT team culture.

## 9. Member of the GA Leadership Group (LG)

As a member of the Leadership Group this role will enable:

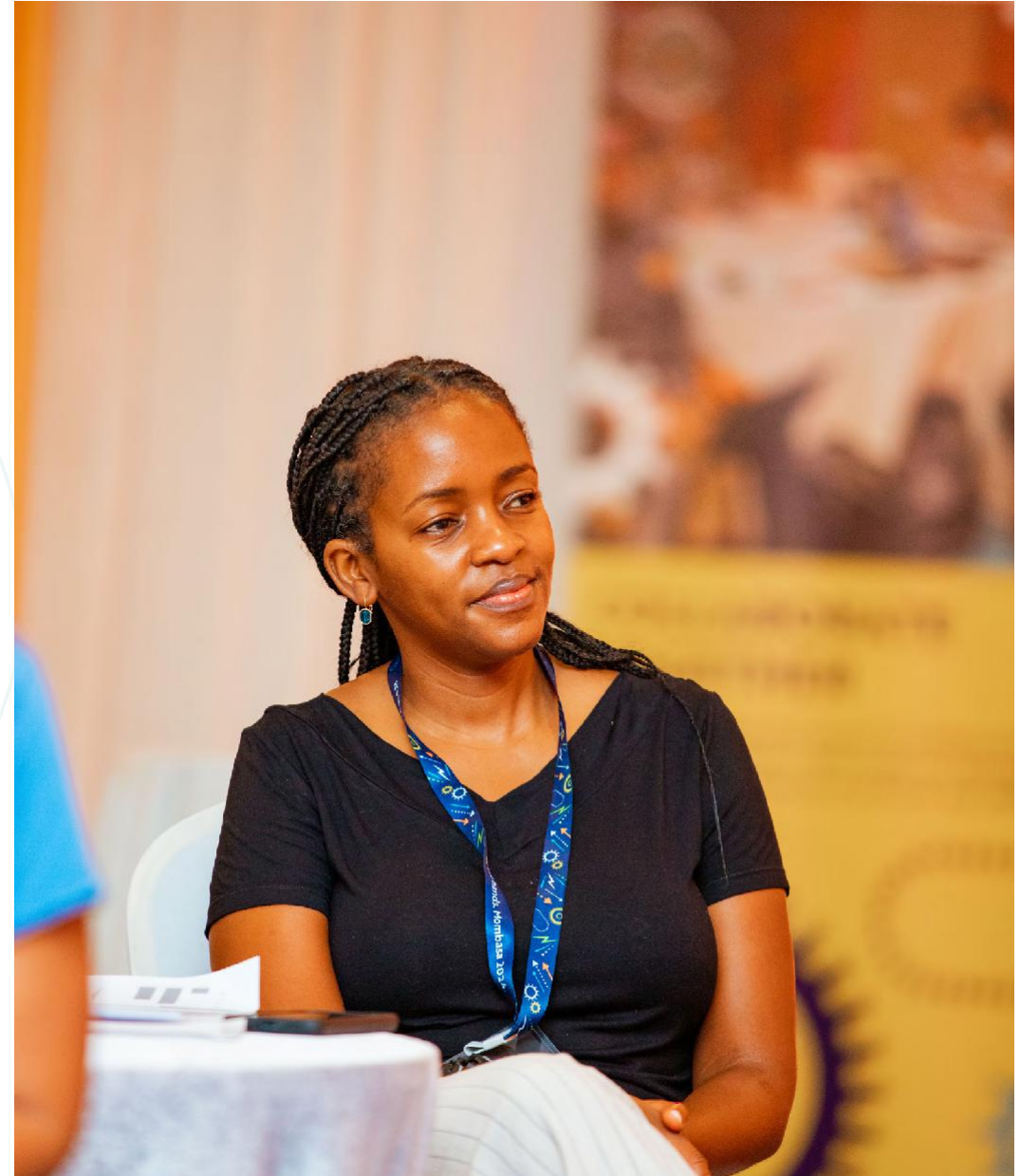
- Collective and consistent leadership from GA's leaders
- GA to listen and communicate more effectively
- Peer-to-peer support and the sharing of expertise across GA.

The post-holder will need to champion being an effective role model and providing cohesive leadership, in a collegiate style, in a culture of sharing and learning. He/she will drive innovation and change, while creating a platform for staff growth, innovation and empowerment.

## Person Specification

### Experience & Education

- At least 10 years' experience in a senior role involving IT governance or operational oversight within international, multi-country contexts.
- Experience developing and delivering IT strategy and operating plans.
- Demonstrated experience leading IT or technology teams, ideally within an organisation managing complex operations in East Africa.
- Strong understanding of UK and East African regulatory and compliance environments, particularly in risk, data protection and technology.
- Experience in applying AI to drive operational efficiency.
- Strong understanding of IT service management, cybersecurity and risk management.
- Proven track record of overseeing digital transformation, automation or change initiatives within finance or operations functions.
- Experience managing cross-functional teams and external consultants.
- Degree in IT, Computer Science or related discipline.
- Relevant professional certifications (e.g. ITIL, ISO27001, CISSP, CISM) are desirable.



## Person Specification

### Personal Attributes

- Deep commitment to Gatsby Africa's mission and values, with an understanding of East African development contexts.
- A self-starter who demonstrates initiative and resilience in fast-paced, complex environments.
- Culturally sensitive and adept at working across diverse teams.
- High ethical standards, sound judgement and personal accountability.
- Collaborative leadership style that empowers teams and builds capacity.
- Demonstrated ability to exercise sound judgement on escalation, balancing organisational autonomy with appropriate group governance expectations.

### Desirable

- Credible and respected leader with strong interpersonal and influencing skills, capable of working across multiple geographies and functions.
- Strong analytical and problem-solving ability, with a pragmatic approach to presenting risk and technology information in accessible formats.
- Demonstrated ability to lead multi-disciplinary teams and foster collaboration with other organisational teams.
- Skilled at identifying and leveraging opportunities for operational efficiency and automation.



## Our Values

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

**Ambitious** – we aim high, think big and push boundaries, believing in our ability to effect long-term systemic change and catalyse economic transformation.

**Innovative** – we embrace new ideas, models and mechanisms and pioneer sector-led solutions; agile and brave, we take calculated risks, challenging existing structures and approaches.

**Curious** – we question and investigate, never accepting fixed assumptions or ways of working; always listening, we adopt a 'learn-it-all' mindset, pivoting and evolving in pursuit of continuous improvement.

**Empathetic** – we listen deeply to others, seeking to understand their perspectives, constraints, incentives and motivations to ensure our work is targeted and informed.

**Collaborative** – we deliver in partnership; co-creating and convening, we work with and through others to align on shared goals, developing effective solutions together.

**Committed** – we are focused on delivery, combining specialist knowledge with on-the-ground experience and perseverance, with a bias for learning-by-doing to adapt and improve.



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## 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.



## How to Apply

To apply for this opportunity, please share your CV via this link: [Deputy Director, IT & DT](#) by **Monday 29 June 2026**.



**Gicheha Gitau**  
Client Partner



**Lilian Njoroge**  
Research Associate

**Career Connections | Bringing people to life at work**

P.O. Box 25118-00603, Nairobi Kenya  
Office Mobile: +254 733 994 469 / +254 722 516 043  
Tel: +254 20 375 2400  
[www.careerconnectionsLtd.com](http://www.careerconnectionsLtd.com)

