



Director, Government Engagement and Manufacturing

Candidate Pack



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 continue 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.



How We Work

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 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 Director, Government Engagement & Manufacturing leads Gatsby Africa's work with East African governments on economic transformation, industrial development and manufacturing growth. The role combines strategic thought leadership, programme leadership and external influence to help governments identify, prioritise and implement reforms that drive inclusive economic growth through sector transformation.

The role leads a multi-country portfolio focused on strengthening Centres of Government, supporting industrial policy implementation and accelerating the growth of priority sectors. The role also contributes to Gatsby Africa's organisational leadership through membership of the Senior Management Team.

The role will shape our thinking on the role of governments to drive growth in East Africa, monitor opportunities and set up initiatives with governments to then deliver support to this end. This requires a pragmatic combination of understanding political contexts, bringing together technical expertise and programme delivery, an understanding of the role of government in selecting and driving the transformation of sectors, and of models around government capacity building to deliver it.

The role has three core objectives:

- **Support government leadership** and strengthen capability to drive economic transformation.
- **Advance industrial development and manufacturing growth** through effective design and implementation of sector strategies, in partnership with governments and other stakeholders.
- **Generate evidence, insights and share learning** through building partnerships and contributing to regional and global debates on economic transformation.





Job Description

Reports to: Chief Portfolio Officer

Direct reports: Four direct reports across Kenya, Tanzania and the UK

Location: Nairobi, Kenya (preferred) with significant travel (up to 35% at certain times) largely regional within East Africa and occasionally international.

Key Role Responsibilities

1. Lead GA's work with Centre of Government (CoG)

The role will lead Gatsby Africa's engagement with senior policymakers from key economic Ministries and Agencies to strengthen government capability to drive economic transformation and sector growth. Key responsibilities include;

- Develop and lead GA's strategy for engaging governments and key stakeholders on economic growth and sector transformation
- Identify opportunities for high-impact government partnerships and determine appropriate models of support
- Build and maintain practical frameworks, tools and approaches to support governments on industrial development, manufacturing growth and sector transformation (e.g. tariff policies, EPZ's, investment incentives, policy frameworks, etc)
- Working with Country Directors (CDs) to manage key government relationships
- Oversee the design, implementation and performance of government programmes driving inclusive growth (over the next 12 months this will include ongoing programme of work in Tanzania, and the development of a similar programme in Rwanda, as well as analytical work in Kenya)
- Ensure programmes are supported by technical expertise, as well as the resources and partnerships required to achieve results.



2. Lead GA's work on industrial policy and manufacturing

The role will provide strategic leadership for GA's portfolio of industrial development and manufacturing programmes across East Africa (aligned to CoG programmes). This will include;

- Identify economic trends, opportunities and priority sectors for industrial growth and job creation.
- Develop and oversee strategies and programmes that support industrial development in partnership with governments and other stakeholders.
- Lead GA's manufacturing programmes, including sector-specific/regional initiatives. For example;
 - Two manufacturing sectors in Tanzania – one of which is likely to be automotives/EV's.
 - Government programme development in Rwanda is likely to support developing strategies and building partnerships to drive manufacturing sector growth.
- Build and manage partnerships and co-create initiatives that help scale impact, mobilise resources and apply learning more broadly (e.g. FORGE with FCDO) – in collaboration with the Partnerships team and Executive Director's Office.
- Ensure effective monitoring evaluation and learning plans to evaluate progress on an ongoing basis and ensure continuous improvement - in collaboration with the Impact Team.
- Ensure GA's work in manufacturing and industrial development contributes to regional and global thinking on industrial policy and economic transformation in EA.



3. Lead GA thought leadership and advocacy on the role of Governments to drive growth, industrial policy and economic transformation

The role will position GA as a leading voice on economic transformation, industrial policy and manufacturing growth in East Africa. In collaboration with the Communications team, the role will build pathways to influence and lead how we capture and share our story to support others doing this at scale. Responsibilities include;

- Lead GA's thinking and external engagement on the role of government in driving economic growth and sector transformation.
- Lead GA's advocacy work on the manufacturing/industrial opportunity in East Africa.
- In collaboration with Country Directors, build relationships with senior leaders, policymakers, investors, development partners and other influential stakeholders.
- Generate and share evidence, insights and lessons, and engage with influential thinkers and leaders across the region, aiming to encourage debates about the direction of economic policy-making.
- Convene and contribute to regional and international debates on economic transformation and industrial development.
- Represent GA externally at local, regional and international conferences and strategic events.
- Commission and undertake research/evaluations GA's work to strengthen GA's evidence base and influence.



4. Leadership responsibilities

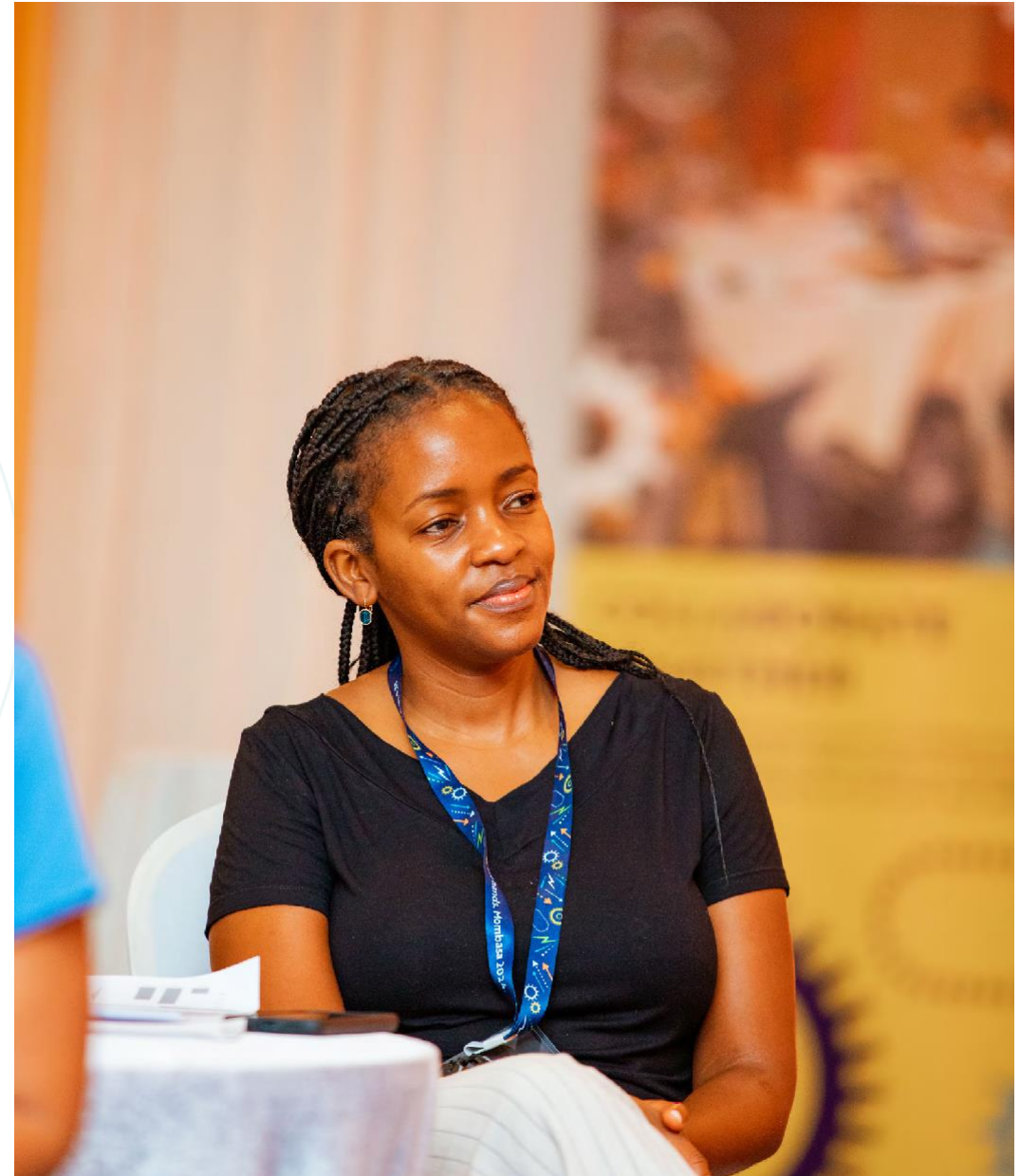
As a member of the Senior Management Team (SMT), the role will provide leadership across the organisation and build a high-performing function. Responsibilities include:

- Lead, develop and support a high-performing team and a network of external consultants/advisors.
- Foster accountability, collaboration and learning between within the team and cross-functionally.
- Ensure effective planning, budgeting and resource management of the team.
- Contribute effectively as part of GA's SMT and Leadership Group (LG) to help shape strategy, strengthen performance and collective leadership effectiveness.
- Champion GA values and leadership behaviours.

Person Specification

Essential Experience & Capabilities

- Deep exposure to and understanding of broader debates around economic growth and the role of industrial policy.
- Broad experience of economic analysis and of influencing centre of government decisions in a number of countries with evidence-based advice in the area of industrial policy.
- Sound experience and understanding of private sector development (and market systems development) programming principles and practices.
- A strong understanding of political economy dynamics and challenges, with experience working across East Africa.
- Experience in driving government effectiveness - partnering and working with government and building capacity of government
- Experience of building, developing and leading high performing inclusive cross-cultural teams, demonstrating sensitivity to cultural differences.
- A network of contacts across the development and investment sectors in East Africa.
- At least 12 years' relevant experience with substantial project management expertise and in-depth experience in East Africa.
- Proficiency in Kiswahili would be an advantage.



Competencies

- Excellent strategic and critical thinking skills, with the ability to quickly identify opportunities and risks in complex environments.
- Strong economic analysis skills with a focus on industrial policy and experience in the application of research and ability to engage credibly with leading thinkers whilst translating into pragmatic application and delivery.
- Strong political and senior stakeholder engagement and influencing skills, able to engage, convene and speak publicly.
- Excellent core programme and portfolio management with the ability to develop and articulate a clear & compelling vision for the programme, translating this ambition into phased strategies.
- Ability to build high-performing teams and foster a culture of trust, accountability and collaboration.
- Strong partnership development and resource mobilisation skills.

Personal Attributes

- Pragmatic, results-focused and able to navigate ambiguity and change.
- Creative and able to generate innovative solutions to evolving situations during the delivery process.
- A genuine team-player who is consultative and collegiate in making decisions regarding programme direction when needed.
- Demonstrates professionalism and empathy with the mission and values of the organisation.
- Values driven, with unquestionable integrity, honesty and respect.



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



Dream.
Discover.
Deliver.

Put your vision to work

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

Interested?

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 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 your application via the 'Apply for this job' button found at the following link;

<https://sfct.peoplehr.net/Pages/JobBoard/Opening.aspx?v=f8f32cf7-ba45-4b22-8d17-d51c25ceb595>

Timeline for the process

Closing date for applications:	7 July 2026 at 17:00 EAT
First round Interviews (online or in person):	13 - 14 July 2026
Final round interviews (in person in Nairobi):	20 - 21 July 2026

Selection process

Only shortlisted candidates will be contacted.

If you encounter any problems with the application process, contact recruitment@gatsbyafrica.org.uk

