



GATSBY
AFRICA

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TEXTILES DEVELOPMENT PROGRAMME

SENIOR MANAGER, INSTITUTIONAL FUNCTIONS
CANDIDATE PACK - JULY 2017



Ministry of
**Industry
Trade and
Investment**



**TEXTILE
DEVELOPMENT
UNIT
TANZANIA**

GATSBY AFRICA, TEXTILES SECTOR DEVELOPMENT PROGRAMME & THIS ROLE

In 1967 David Sainsbury set up the Gatsby Charitable Foundation. David (now Lord Sainsbury of Turville) has since given Gatsby more than £1 billion to distribute to charitable causes in a variety of fields, including neuroscience, plant science and public policy. These reflect David Sainsbury's areas of interest and draw from his professional experience. More information can be found on our website: www.gatsby.org.uk

Gatsby Africa is an English charitable company limited by guarantee, established to implement the Gatsby Charitable Foundation's Africa programmes. Gatsby Africa has registered branch offices in Kenya and Tanzania.

Gatsby's work in Africa

Gatsby has funded and implemented programmes in Africa since 1985. Our mission is to accelerate inclusive and resilient economic growth in East Africa by demonstrating how key sectors - such as textiles in Tanzania - can be transformed.

We fund and implement programmes that look to catalyse and influence large-scale and lasting change in priority sectors. We build and support local organisations dedicated to sector transformation. We also aim to share what we have learned with others - such as governments and donors - who are trying to transform sectors.

Our programmes include:

- **Tanzanian Cotton:** Establishing the necessary institutional arrangements and supportive markets to ensure more than 350,000 farmers can access the quality inputs and training they need to improve agronomy, increase yields and raise quality.
- **Tanzanian Textiles:** Facilitating the development of the required infrastructure, business environment and skills to encourage increased domestic and foreign investment in the sector so as to dramatically increase value addition while creating thousands of jobs.
- **Tanzanian Forestry:** Increasing the supply of higher-value wood products and energy from sustainable sources by supporting applied research and service delivery, while promoting smallholders' profitable participation in the sector.
- **Kenyan Forestry:** Establishing a programme to partner with stakeholders to help close the wood supply gap by catalysing increases in productivity, innovation and quality, while securing the sustainable supply of commercial services and collaborative research.
- **Tanzanian Tea:** Partnering with The Wood Foundation to increase productivity, quality and farmer returns by engaging factories and regulators, and facilitating major foreign investment by setting-up a farmer service company to ensure reliable green-leaf supplies.
- **Rwandan Tea:** Partnering with The Wood Foundation to trial new ownership structures and methods of service delivery - including via the purchase of two factories on behalf of smallholders - with the aim of increasing productivity, quality and farmer returns.

We have also developed and continue to support two independent, East African organisations governed, managed and staffed by local people: Kenya Markets Trust, which runs programmes in five key Kenyan sectors, and the regional industry development organisation Msingi.

Textiles Development Programme

The Tanzanian government has highlighted textiles as crucial to its industrialisation strategy and aim of becoming a middle-income country by 2025. Our Textiles Development Programme supports Tanzania's 10-year goal to develop a globally competitive sector employing 200,000 workers and exporting over \$1 billion of garments per year.

The programme is housed in a unit we have set up in Tanzania's Ministry of Industry, Trade and Investment. The Textiles Development Unit (TDU) aims to help sector stakeholders rapidly create jobs by developing the right infrastructure, business environment and skills to increase foreign and domestic investment. The TDU has a long-term outlook and flexible approach, and the scope to think creatively and test innovative ways of catalysing change for large-scale impact.

The TDU works actively with the government, government investment agencies, investors and the private sector as a facilitator: developing business relationships among local companies, supporting stakeholders to identify and promote investment opportunities, analysing challenges within the business environment, and supporting policy changes and implementation.

The TDU operates under a Memorandum of Understanding between Gatsby and the Government of Tanzania. The programme is funded by Gatsby, with additional support from the UK's Department for International Development.

This role

The Senior Manager Institutional Functions role will build long-term relationships with government agencies and the main industry association, working with them to formulate, advocate and implement public sector policy that supports reform and growth of the textiles sector.

The role will strategically assess the potential impact of different policy alternatives, analysing market, trade and financial data to help stakeholders understand the policies that will make the sector globally competitive. It will also aim to understand the legislative, regulatory, organisational and political economy drivers of performance of the key governmental bodies responsible for the textiles sector, including cross-cutting institutions.

The role reports to the Textile Programme Director and will be based in Dar es Salaam.

Gatsby Africa has a long term outlook and flexible approach. This gives our staff huge scope for innovation, creativity and the use of a range of different partnerships, financial tools and intervention strategies. For a high-calibre person this should be an exciting and rewarding position, with the opportunity to develop new thinking and make a real impact.



Terms & remuneration

Salary will be competitive and negotiable based on experience.

This post is open to all candidates, however preference will be given to Tanzanian nationals. If we fail to recruit a Tanzanian national for this role, Gatsby Africa will provide support with work permit applications. Gatsby Africa cannot be held responsible if a work permit application fails.

JOB DESCRIPTION

SENIOR MANAGER, INSTITUTIONAL FUNCTIONS

Reports to: Programme Director – Textile
Location: Dar es Salaam, Tanzania

RESPONSIBILITIES:

- To work with the Programme Director, TDU team, government and industry partners on formulating, advocating and implementing public sector policy that supports reform and growth of the textiles sector:
 - Strategic assessment of the impact of policy alternatives on various stakeholders within the political economy of the sector.
 - Facilitation of relations with governmental bodies (e.g. Ministry of Industry, Trade and Investment; Export Processing Zones Authority; Tanzania Investment Centre; National Development Corporation; TanTrade) in the implementation and regulation of policy.
 - Specific support to the policy agenda of the industry association, TEGAMAT - Textile and Garment Manufacturers Association of Tanzania.
 - Market, trade and financial analysis to support understanding of institutional and competitive viability.
- To understand the legislative, regulatory, organisational and political economy drivers of performance of the key governmental bodies responsible for the textiles sector, including cross-cutting institutions.
- To deliver other tasks related to the policy offering of the programme, and more generally to play a full part on the delivery of the overall programme agenda.

CORE COMPETENCES:

Technical Competence

- A commitment to, and understanding of, market development solutions, with an ability to understand sector dynamics and approaches to transforming entire sectors.
- A detailed understanding of government and business (knowledge of textiles and garments production or manufacturing generally would be an advantage).
- An understanding of public policy decision-making processes and of the means of influencing policy effectively.
- Extremely strong analytical skills, including financial, economic and policy analysis skills.
- Excellent work planning and communication skills.
- Change management skills, including the ability to advise on, plan and oversee the execution of institutional change.

Personal Skills

- A passion for development, with a results-oriented approach.
- Integrity and commitment to high standards of professional performance.
- Initiative and the ability to work independently, taking a high degree of personal responsibility for the team's results.
- A private sector outlook on development, with enthusiasm for promoting private sector investment to drive results.
- Integrity and commitment to high standards of professional performance.
- Ability to think ambitiously with a keenness to learn and innovate and an ability to combine thinking and analysis with programme delivery
- Strong intellectual curiosity, with a keenness to learn and innovate.

Qualifications and Experience

- 10 years' experience in some combination of private sector and /or public policy analysis.
- A demonstrable record of building relationships and influencing change at various levels across the private sector and government.
- A higher education qualification at Bachelor's Degree level or above.

Other

- Fluency in English (written and spoken) is essential, with knowledge of Swahili an advantage.
- At least intermediate skills in Microsoft Word and Excel.

VALUES:

Gatsby Africa has developed a set of core values that will be used to assess a candidate's fit with the organisation and provide the basis for the culture that we aspire to use in our operations. Our staff are:

- **Ambitious** - Showing determination to deliver long-term and large-scale outcomes for others, and to achieve our own potential.
- **Collaborative** - Working together to develop strong relationships with diverse stakeholders, while understanding others' needs and enhancing their capabilities to drive change.
- **Thoughtful** - Reflecting on evidence and learning from our activities and those of others to design, adapt and improve our work.
- **Pragmatic** - Recognising the motivations of others and the realities of facilitation, seeking opportunities to build momentum for change, and communicating carefully.
- **Honest** - Playing a trusted role as an honest broker for change, being open to learn from others, and admitting our challenges.

Gatsby Africa is an equal opportunity employer.

HOW TO APPLY

If you are interested and meet the requirements please send below documents to recruitment.tdu@gatsbyafrica.org.uk

- An up-to-date curriculum vitae/resume (of no more than 2-3 pages)
- A detailed statement (of no more than 2 pages) explaining why you are interested in this post with Gatsby Africa and how your skills and experience make you a good fit for the role.

Gatsby Africa will be recruiting more posts in 2017, so eligible candidates may also be considered for forthcoming roles.

Equality and diversity are core to Gatsby Africa. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.



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Gatsby Africa is an English charitable company limited by guarantee, established to implement the Gatsby Charitable Foundation's Africa programmes.

Grosvenor House, 14 Riverside
Drive, Nairobi, Kenya

Branch registration number:
CF/2015/185025

The Peak, 5 Wilton Road
London SW1V 1AP

Registered company number: 09360833
Registered charity number: 1168223

PPF House, Samora Avenue, PO
Box 8695, Dar es Salaam, Tanzania

Branch registration number:
130926