In 1967 David Sainsbury wrote out a cheque for five pounds to establish the Gatsby Charitable Foundation. Lord Sainsbury has since given Gatsby more than £1 billion to distribute to charitable causes in fields he is passionate about, including neuroscience, plant science and public policy. More information can be found at www.gatsby.org.uk.

Gatsby Africa is the charitable company set-up to implement the foundation’s programmes in Africa. Our 120+ staff work from offices in Dar es Salaam, Mwanza, Iringa, Nairobi and London.
GATSBY’S WORK IN AFRICA

Gatsby has worked to create jobs, raise incomes, and build opportunities for people in Africa since 1985.

We are currently focused on East Africa, where economies have enjoyed high growth for more than a decade, but where the benefits of that growth have not been shared widely. With millions of young people joining the labour market each year and climate change adding further pressures, East Africa urgently needs economic transformation – growth with depth that will radically change economies, rapidly create jobs and offer large numbers of people pathways out of poverty.

We aim to support this by demonstrating how high-potential sectors - such as commercial forestry in Kenya - can be transformed to benefit more people for the long-term.

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 share what we are learning with others - such as governments and donors - who share our goals.

OUR PROGRAMMES INCLUDE:

- **Kenyan Forestry**: Introducing innovative technologies and models to transform Kenya’s commercial forestry sector; protect the environment and benefit millions of Kenyan citizens.
- **Tanzanian Cotton & Textiles**: Rapidly creating tens of thousands of decent textiles jobs while ensuring more than 500,000 cotton farmers can access the quality inputs and training they need to improve agronomy, increase yields and raise quality.
- **Tanzanian Forestry**: Building a vibrant commercial forestry sector that underpins downstream wood and energy industries and delivers widespread economic, social, and environmental benefits to Tanzanian citizens.
- **Tanzanian Tea**: Triggering domestic and foreign investment by building partnerships and demonstrating innovative models that boost the profits of farmers and factories and see benefits shared more equitably.
- **Rwandan Tea**: Trialling new ownership structures and methods of supporting farmers to allow the sector to fulfil its world-class potential, while ensuring smallholders benefit from its growth.

We have also developed and continue to support two independent organisations dedicated to sector transformation in the region: Kenya Markets Trust (which runs programmes in three key Kenyan sectors), and the regional industry development organisation Msingi, which works in aquaculture and textiles & apparel.
GATSBY AFRICA KENYA BRANCH

Gatsby has been operating in Kenya since the 1990s. We aim to work with public and private stakeholders to promote growth in key Kenyan sectors that offer opportunities to add value, create jobs and raise incomes. Gatsby Africa Kenya Branch’s portfolio covers a sector development programme in commercial forestry, plus support to Kenya Markets Trust and Msingi – our partners who are also dedicated to sector transformation.

In 2016, Gatsby established the Kenya Commercial Forestry Programme (KCFP) to analyse the opportunities within Kenyan commercial forestry, test innovative models, bring in international learning and support stakeholders to kickstart growth. KCFP is working with public and private partners and introducing innovative technologies and models to transform the sector, protect the environment and benefit millions of Kenyan citizens.

Kenya Markets Trust (KMT) is a Kenyan not-for-profit organisation that specialises in market transformation. KMT works to stimulate inclusive and resilient growth that will lead to a step-change in the livelihoods of millions of Kenyans. KMT takes a long-term approach, staying true to its mission while adapting to the forces - such as climate change and emerging technologies - that are shaping the markets it operates within. Since 2012, KMT has created more than 230,000 new jobs and £165m additional income for Kenyans. The current portfolio comprises work in agricultural inputs, water and livestock.

Msingi is a forward-thinking East African organisation focused on catalysing competitive industries of the future. Taking a regional approach to sector development, Msingi works across Kenya, Rwanda, Tanzania and Uganda. It is currently working in aquaculture and textiles & apparel sectors. Msingi aims to generate new jobs and boost incomes while fostering inclusive opportunities for future generations to improve their livelihoods. Msingi blends market facilitation tools with the ability to directly finance pioneering, strategically-important entrepreneurs.
PURPOSE OF THE ROLE:
The Gatsby Africa Approach to sector transformation appreciates that an enabling environment is crucial for inclusive, sustainable, and competitive market systems. Such an environment needs to be dynamic and private sector oriented.

The Policy Intervention Manager is an important member of the Kenya Commercial Forestry Programme policy team and will be responsible for working with champions in the sector to review, influence and change policy, regulations and standards that incentivize investment and innovation.

Success in this position means positive long-term relationships and networks within Government of Kenya ministries, departments, and agencies; as well as strong engagements with private sector associations, academia, sector working groups and with key actors and influencers. This translates into powerful messaging to influence change, sustained momentum to review and adapt the rules of the game and overall recognition of the role that Gatsby Africa plays within the commercial forestry sector.
JOB DESCRIPTION

Job Title: Intervention Manager – Policy And Sector Insight
Department: Kenya Commercial Forestry Programme
Reports to: Deputy Director; Policy
Direct reports: None
Location: Nairobi, Kenya. Travel required within the country. Some travel may be required regionally and internationally.
Salary range: Kshs 4,123,926 to Kshs 4,743,030.

KEY ROLE RESPONSIBILITIES

1) FRAMING OF SECTOR ISSUES AND PARTNERSHIP OPPORTUNITIES WITH SECTOR STAKEHOLDERS
   - Develop engagement plans and materials for clusters of diverse stakeholders (i.e. pitch packs).
   - Consider how analysis could be generated to understand constraints and opportunities related to stakeholders - both private and public sector. To involve: participating in stakeholder meetings and site visits to understand business/operational models.
   - Develop presentations and summary notes of initial analysis. These will be used to position the programme as a credible and valued advisor and gain buy-in to a sector vision, ways of working and partnership.
   - Manage internal licenced tools for monitoring political networks and pulse points on issues and risks that threaten or present opportunities for our strategic objectives.

2) ACTIVATION OF PROGRAMME PARTNERS AND SECTOR STAKEHOLDERS
   - Lead targeted areas of consultation with sector stakeholders and partners to mobilise policy, legislative and standards reforms; and inform the programme’s planning of partnership activities.
   - Engage with a range of different teams of sector stakeholders including sector actor associations and related entities to quickly understand their ways of working to smoothen collaborations for sector influencing.
   - Monitor policy issues and developments that bear an impact on the business operating environment of partner organizations and provide strategic advice that can unlock constraints and aid in decision-making processes.
   - Co-develop credible plans with partners to arrive at business solutions and, in doing so, support to set the strategic approach for analysis.

3) INFLUENCING AND MANAGING RELATIONSHIPS
   - Work closely with the communications team to create and execute compelling communication strategies around the programme’s policy priorities.
   - Develop and maintain relationships with key stakeholders across the public and private sector communities to prioritize policy interests against programme objectives.
   - With support from the DD, Policy and Sector Insights, present policy research on behalf of KCFP to senior level stakeholders including Government actors, private sector; NGOs and partners.
   - Share insights with the colleagues working across KCFP on policy findings that can inform influencing strategies with various stakeholders.
   - Build advocacy coalitions with industry partners and civil society organizations at individual and organizational levels.
4) UNDERTAKING STRATEGIC POLICY ANALYSIS TO SUPPORT PUBLIC-PRIVATE SECTOR ENGAGEMENT AND THE IMPLEMENTATION OF PARTNERSHIP ACTIVITIES

- With support from the DD, Policy and Sector Insights, lead on specific targeted strategic policy assignments. For example, this could include review of existing forest policies and regulations to inform policy changes favourable to commercial forestry, writing position papers on commercial forestry etc.

- Lead targeted assignments with partners – working collaboratively with partner counterparts. Develop reports and presentation materials of findings and present to partners.

- Initiate, manage and successfully conclude consultancy engagements including development of ToRs, milestone checking, quality control, reporting and handovers.

5) KEEPING ABREAST OF DEVELOPMENTS AND INNOVATIONS ON CROSS-CUTTING SECTOR ISSUES

- Keep abreast of developments and innovations on cross-cutting issues relevant to the forestry sector. This might involve keeping abreast of developments and innovations in the agriculture sector that could be transferable to forestry or monitoring sectors such as tea or cement to keep up to date on companies’ energy sourcing strategies and considerations of forestry supply chains. It will also involve tracking disruptive technologies in finance, block chain, IoT among others with applicability on the forestry sector.

- Proactively share learnings on policy processes, government relations and stakeholder management, including through internal briefings.

6) EXECUTE POLICY INTERVENTIONS RELATED WORK

- With support from the DD, Policy and Sector Insights execute and support policy interventions work using Gatsby Approach tools and templates and in-depth stakeholder consultation. This will include supporting and owning the development of the work plan, budgets, results chain, indicator dashboard development and associated measuring plan.
PERSON SPECIFICATION

COMPETENCIES

• Critical thinker who seeks evidence that challenges their existing assumptions and what is generally accepted with the ability to identify how the system might respond if a new idea was implemented. The individual will provide an honest and fair assessment of failures and successes.

• Ability to consider internal and external stakeholders’ motivations and draw out useful insights to advise about programme design, triangulate the reliability of information sources regarding people’s motivations, using all interactions to obtain political economy insights. The individual should be able to build networks with important sources of insight into the motivations of key stakeholders.

• Knowledge of public sector engagement with an awareness of channels for public sector engagement and ability to maintain good relationships with public officials that can support programme understanding and influence.

• Ability to adapt communication styles (written and verbal) to meet the needs of the situation and the audience after carefully considering the audiences for a piece of work and adapts communication style.

• Ability to translate evidence and observations into compelling messages to facilitate others’ understanding.

• Ability to read situations, verbal and non-verbal cues in various stakeholder meetings and adapt meeting content and focus of discussions accordingly. The individual will have the capability to be sensitive to cultural differences and views of others, adapting their engagement to build trusted relationships.

PERSONAL ATTRIBUTES

• Empathises with GA’s mission and values and brings both a commitment to African development and an understanding of the development landscape.

• A commitment to work within the principles and practices of the Gatsby Approach to ensure that programmes learn from implementation and sector changes, adapt and use the information to guide sector stakeholders.

• A self-starter with a proactive approach.

• Able to work flexibly across the programme.

• Maintains high performance and demonstrates resilience, adaptability and agility when operating in a fast-paced professional service environment.

• Shows an understanding and appreciation of what it takes to deliver across different cultures.

• Integrity and professionalism, setting and demonstrating the highest ethical and moral standards and a strong sense of personal accountability.
KNOWLEDGE, EXPERIENCE & QUALIFICATIONS

• A minimum of 5 years’ experience, ideally with a professional service and/or consultancy firm, professional or sector associations equivalent experience in policy, advocacy, and research.

• A minimum of a BA degree in Economics, BSC Economics, Development Studies, Policy and or a similar undergraduate subject.

• Some understanding of trade facilitation in East African markets, in agriculture or forestry sector.

• Some experience of working within a private sector development context (ideally within market facilitation) and an understanding of market systems principles and engagement approaches.

• Experience developing high level reports and presentation materials.

• Experience facilitating legislative review processes including public consultations at national government to drive policy and national standards review.

• Experience working with the devolved government structure including Council of Governors, CECs, and their various committees.

• Experience advocating policy positions before a variety of audiences, persuasively and diplomatically with the ability to lead to solutions.

• Keen interest in cross cutting policy issues.

• Computer literacy: Microsoft Office, especially Word, Excel, Outlook and PowerPoint.

• Excellent verbal and written communication skills in English and Kiswahili essential.
OUR VALUES
We have developed a set of 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** - We are motivated by our impact and by fulfilling our potential
- **Collaborative** - We are stronger together and achieve most when we empower others to succeed
- **Thoughtful** - We thrive on new ideas, innovation and evidence
- **Dynamic** - We rapidly adapt to new challenges, opportunities and learning
- **Honest** - We are honest with ourselves and others, and this helps us to learn and improve
- **Caring** - We put people first and we look out for each other
HOW TO APPLY

This role is only open to Kenyan nationals and we particularly welcome applications from female candidates.

Before applying, please check that you can answer yes to all the following questions:

• Are you a Kenyan national?
• Do you have experience, ideally with a professional service and/or a consultancy firm, professional or sector association experience in policy, advocacy, and research?

If you cannot answer yes to these questions, please do not apply, as we will be unable to progress your application.

If you can answer yes to the above questions, please click here to apply.

You will need to submit:

• an up-to-date Curriculum Vitae/Resume (of no more than 2-3 pages),
• a supporting statement

Your supporting statement should be no more than 1 pages long. It should explain why you are interested in this role and Gatsby Africa, and how your skills and experience make you a good fit – referring to the Person Specification in this pack.

DEADLINE

Closing date for applications: 26th May 2021 at midnight (EAT)

SELECTION PROCESS

All candidates will receive an update regarding their application after the closing date. Shortlisted candidates will be required to undertake a written assessment prior to the first round of interviews.

Further details will be provided to shortlisted candidates when invited to interview, but we anticipate the first-round interviews will take place virtually via Zoom or Teams.

We hope to hold final interviews in person at one of our offices, but this will be subject to change dependent on potential restrictions in place as a result of the Covid-19 pandemic.
DIVERSITY, EQUALITY AND INCLUSION

Diversity, equality 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.

COVID-19

Gatsby Africa is working to help people, governments, and companies to tackle the huge challenges caused by the COVID-19 crisis in the sectors they support. The environment is uncertain and fast-moving – requiring a dynamic and flexible approach informed by solid evidence and up-to-date intelligence. Gatsby is continually gathering information and talking to partners to help stakeholders coordinate and ensure sectors are in the best possible position to mitigate the impact, survive the crisis and thrive in the future.

QUERIES

If you have any queries on any aspect of the process or need additional information please contact us at recruitment@cedaraficagroup.com or call +2540 240 0339