



GATSBY
AFRICA

GATSBY AFRICA
INSIGHTS AND
PARTNERSHIPS TEAM

SENIOR PROGRAMME MANAGER FOR PARTNERSHIPS

CANDIDATE PACK - JUNE 2017

GATSBY, THE INSIGHTS AND PARTNERSHIPS TEAM & 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 also draw from his professional experience. More information on the breadth of activities funded by Gatsby can be found on our website: www.gatsby.org.uk

Gatsby Africa is a charitable company limited by guarantee, established to implement the foundation's programmes in Africa.

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 can be transformed.

Until 2007 most of Gatsby's work in Africa focused on agricultural R&D and SME development, much of which was delivered through local institutions we established. Over the past ten years Gatsby has evolved significantly, with our focus, level of ambition and operating model all changing. We now work on fewer programmes, but with greater ambition in each – seeking to transform the growth and competitiveness of entire sectors. To achieve this, our role has evolved from being mostly a funding organisation into one that is initiating, designing and implementing sector programmes, often co-funded with others. We aspire to be a thinking organisation, learning from others and then innovating and demonstrating approaches for transforming 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 organisations dedicated to sector transformation and governed, managed and staffed by local people: Kenya Markets Trust and Msingi East Africa Limited. Kenya Markets Trust is currently delivering programmes in the Kenyan water, seed, inputs, dairy and livestock sectors. Msingi is a new industry development organisation that operates across East Africa and has the power to invest in and support firms strategic to the development of high-potential industries.

We target sectors with the potential to be competitive, where growth will benefit large numbers of people, and where there is a strong opportunity for Gatsby to facilitate change by engaging political leaders and key sector players. We take an analytical and business-like approach, drawing on industry experts and seeking to effect change in market systems. As a private foundation and funder-implementer we have the freedom to innovate, take calculated risks, and use grants, technical support, loans or equity as appropriate. We adopt a patient and pragmatic approach, understanding that change can take time.

We recognise the impact we can achieve alone is restricted, and look to partner with others. We look to work with and through relevant sector institutions to ensure we build the necessary institutional capacity to manage the sector and maintain competitiveness long after our involvement. The degree of our involvement with government varies in each sector, but we believe governments often have a key role ensuring sectors have the required regulatory frameworks to incentivise private sector investment and ensure ongoing innovation.

Transformational change requires a politically sensitive and pragmatic approach. We use our extensive local networks and our settlor David Sainsbury's political experience and access to help navigate these issues. Lord Sainsbury's direct involvement benefits our programmes hugely thanks to his vast experience in both the private and public sector. He understands commercial pressures and challenges after working for more than 30 years - including five as Chairman and CEO - at the FTSE 100 retailer J Sainsbury plc. Furthermore, his time as the UK's Minister of Science and Innovation has given him a strong understanding of the role of government in catalysing growth.

Insights and Partnerships Team

The Insights and Partnerships Team is responsible for ensuring Gatsby:

- is effectively capturing what works and why and sharing this across our portfolio and beyond to support governments and donors in efforts to transform other sectors.
- has the strategic partnerships in place to deliver our programmes, support partner organisation and share our learning.
- is communicating effectively both internally and externally.

This role

The Senior Manager for Partnerships will play a central role in shaping Gatsby's external engagement with donors, implementers, the research community, the private sector and governments. The role will also work closely with our programmes and lead efforts to deepen the sharing of lessons between them.

These relationships will enable Gatsby to both strengthen our programmes and share what we have learnt more effectively with others. As we go forward, the way we capture and share our learning will become an increasingly important part of what we do. This role will be at the heart of this work – identifying where we have something useful to share, who we should be partnering with and where there is the need for further thought and research. Some specific responsibilities are outlined in the following pages.

Gatsby enjoys great freedom as a private foundation. We have a long-term outlook and pride ourselves in being flexible and thoughtful in our approach. This gives the job holder huge scope to think creatively about how best to build partnerships which add tremendous value to both Gatsby's programmes and the wider debate on economic growth in East Africa and beyond.

Terms and Remuneration

Salary will be competitive and negotiable based on experience.

Candidates must have the existing right to work in the UK.

JOB DESCRIPTION

SENIOR PROGRAMME MANAGER FOR PARTNERSHIPS

Reports to: Insights and Partnerships Director

Location: London

RESPONSIBILITIES:

The areas outlined below are indicative, with the exact balance of the role developing as the team's needs evolve.

Build strategic relationships with others working on sector transformation

Working with the IP Director, lead Gatsby's engagement with other organisations designing and implementing programmes focused on sector transformation/ developing market systems to share approaches, identify common challenges, and identify opportunities for mutual learning. This will include working with relevant foundations, bilateral and multilateral donors, consultancies and non-governmental organisations. It will include:

- representing Gatsby and presenting at high-level platforms/ networks that bring together organisations involved in sector transformation.
- hosting roundtable events on key issues of wider interest.
- exploring other ways we can deepen our relationship with key partners.

Oversee Gatsby's relationship with the research community

Working with the IP Director, lead Gatsby's relationships with the research community in the UK, East Africa and beyond to:

- bring more rigour to our approach to sector transformation.
- obtain a deeper understanding of the politico-economic trends/ challenges facing sectors in East Africa.
- build the evidence base of how sectors can be successfully transformed by developing case studies from the sectors where we work and beyond.
- ensure we are aware of relevant thinking amongst the research community/ think tanks that relates to the issues we work on – market systems, sector governance, private sector development etc – and share this with GA programmes.
- commission new pieces of research to support our evolving learning agenda.

Build and manage relationships with co-funders

Working with the IP Director, lead our engagement at senior levels with existing and potential co-funders in order to ensure:

- our programmes have the flexibility and funding to implement ambitious, innovative and effective approaches to transforming sectors.
- we maximize the benefits co-funders bring, including skills and knowledge.
- we fulfil our reporting requirements and maintain strong relationships.

Be responsible for setting up and supporting an independent panel to advise David Sainsbury and Senior Management

Support the IP Director to establish a group of eminent leaders from the private, public and academic communities in East Africa and beyond. The panel will provide independent expert advice to David Sainsbury and Senior Management.

PERSON SPECIFICATION:

Experience

- At least 7-8 years' relevant experience working in private sector development.
- At least 2-3 years' experience in a developing country context designing or delivering sector transformation or market systems programmes.
- Proven experience of establishing and managing senior level relationships or partnerships, for example with donors, implementing organisations, researchers, think tanks etc.
- Proven experience of influencing senior level stakeholders, for example donors, implementing organisations, researchers, think tanks etc.
- Experience working in East Africa preferable.

Skills

- Excellent interpersonal, diplomatic and persuasive skills.
- Strong communications skills, including making presentations to senior stakeholders.
- A strong intellectual understanding of approaches to sector transformation, including the role of government and supporting institutions. A real curiosity to understand what works, what doesn't work and why.
- A self-starter with plenty of energy, able to meet deadlines under pressure and balance conflicting and changing priorities.
- Shows integrity, professionalism and strong empathy with the mission and values of Gatsby.

Qualifications

- Higher education qualification in economics, business or international development

Candidates must have the existing right to work in the UK.

VALUES:

We have 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

All correspondence, at this stage, should be via Oxford HR. To apply, please complete **Oxford HR's online form** at <http://oxfordhr.co.uk/job/senior-programme-manager-for-partnerships> and submit the following information:

- 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 fit the person specification.

The documents should be saved in Word in the following format: Your First Name, Your Last Name, Document Name, and Date (yymm) e.g.:

- Pat-Jones-CV-1707
- Pat-Jones-Statement-1707

The above information should be addressed to Karen Twining and Jamie Philips of Oxford HR Consultants and uploaded with the online form. If you have specific questions about the post, please contact the Oxford HR team by email on gatsby@oxfordhr.co.uk.

Applications are welcome until the deadline of **Monday 24th July 2017** (by midnight UTC). Oxford HR will inform candidates of their status once Gatsby has agreed a shortlist of candidates.

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.

The Oxford HR Online Form provides us with the key information we will need to take your application through to interview. This form includes Oxford HR's Equal Opportunities Monitoring Form. You are under no obligation to complete this. Any information you do provide will only be used in accordance with the Data Protection Act 1998, and will remain confidential. It will not be used as part of the selection process.



GATSBY AFRICA

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

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Drive, Nairobi, Kenya

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CF/2015/185025

The Peak, 5 Wilton Road
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Registered company number: 09360833
Registered charity number: 1168223

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

Branch registration number:
130926