



TEAM LEAD

Kinshasa, DRC

APPOINTMENT BRIEF

OCTOBER 2017



OXFORD HR

WORLD LEADERS

INTRODUCTION

Are you committed to making positive change by contributing to improving the lives of the poorest and most vulnerable? Do you want to operate at the cutting edge of development practice, using adaptable programming and innovative approaches? This could be a great opportunity, working with a leading organisation to bring real positive change to millions of people in the region.

PricewaterhouseCoopers UK (PwC) is seeking a dynamic Team Lead for their DFID-funded Essor initiative in Kinshasa, the Democratic Republic of Congo (DRC). Essor's overall ambition is to increase the income of the poor in DRC by reducing the obstacles and costs to doing business, whilst working closely with government institutions, improving access to finance and electricity, improving agricultural value chains, helping small and medium businesses understand taxation, and tackling corruption.

The Team Lead will be responsible for leadership of the team and day to day oversight of the project portfolio. The ideal candidate will have excellent programme and people leadership skills, substantial experience and a proven track record of working on donor-funded, multi-million GBP programmes in similar environments, and expertise in business environment reform or public sector reforms. DFID programme management experience is highly desired. S/he will be strategic in approach, adaptable and innovative. Fluency in French is preferred, but additional language training will be provided to right candidate who has a working knowledge of French.

The current team is over 60 people, including part time experts. The start date would be January or February 2018 and ideally, the incumbent would see the project through completion in December 2019.

ABOUT ESSOR

Essor is large and innovative DFID-funded initiative that seeks to improve business environment reform in the Democratic Republic of Congo (DRC). The £35M, five-year project forms a major part of DFID DRC's £100m Private Sector Development programme.

Essor is a flexible and adaptive facility that provides technical assistance to Government, as well as private sector and non-government actors with the aim to increase the income of the poor in DRC by reducing MSME's obstacles and costs to doing business. The project works with Congolese stakeholders to identify priority reforms that can make it easier for MSMEs to prosper, thereby creating employment and revenue opportunities for poor people, particularly women.

The project was launched in 2015 and has a five-year lifecycle. Its work is very innovative, testing new approaches in the DRC and undertaking studies to learn about what works and can be scaled up or repeated elsewhere. Essor currently runs a portfolio of six projects, each with multiple interventions:

- Ohada: Helping GoDRC implement its commitment to the Ohada law
- Access to Finance: Helping to establish a new market for leasing and insurance
- Access to Electricity: Helping to establish solar energy in pilot towns
- MSME: Helping to improve MSME's awareness of the tax system for specific sectors and markets
- Anti-corruption: Helping to reduce unofficial forms of fees and payments
- Agriculture Value Chains: Helping to improve the business environment for coffee exports.

BACKGROUND

Essor is designing and delivering a portfolio of projects to support business environment reform in Democratic Republic of Congo (DRC). The intended impact of the programme is to increase the incomes of poor people by creating a more enabling environment for micro, small and medium enterprises to invest and prosper in the DRC.

A stable, peaceful, and prosperous Democratic Republic of Congo promises to have transformational impacts not only for the country's 67 million citizens but also for the entire region. DRC is the largest country in Sub-Saharan Africa by land area and the third largest in population. The country has huge potential in virtually every area of economic activity but has been held back by decades of government mismanagement and instability.

The GDP per capita of the DRC is the lowest in the world. It is estimated that only around 300,000 people (less than 0.5% of the population) are employed in the formal economy. The central problem for DFID is that 'firms don't start, grow, invest or formalise' because of a range of interrelated problems.

PwC UK and PwC DRC are designing and delivering a £35 million portfolio of projects over a five-year period covering: access to electricity, access to finance, harmonisation of business laws in francophone Africa, taxation, agriculture value chain and anticorruption.

OVERVIEW OF ESSOR PROGRAMME:

For ease of reference set out below summaries of the Essor programme. These give an indication of the fascinating and exciting breadth and variety of the programme and the adaptive nature of the interventions. Please contact us if you would like more information.

OHADA

Support to the implementation of OHADA in the DRC has been defined in collaboration with the key stakeholders of the Ministry of Justice and Human Rights and the OHADA National Commission (CNO). As an integral and initial part of the Essor programme, the OHADA Project combines the ambitions of the Government of the DRC and DFID to improve business climate and the potential to serve as a starting point for discussion on other reforms in this area.

Access to Finance

The Essor access to finance (A2F) project is designed to support inclusive finance, specifically for MSMEs. It works on fostering the enabling environment for leasing and insurance products, as well as other inclusive finance instruments (e.g. savings, credit, and transactional services). The A2F project creates a platform for public, private sector dialogue to help tackle the high cost of credit and create a policy and regulatory framework for inclusive finance.

Access to Electricity

The Access to Electricity project supports the urgent provision of solar electricity to households, small and medium businesses and collective buildings in three medium size urban centres. It is a highly innovative project that will improve investor confidence in DRC by helping to set-up a tendering methodology for occasioning of solar-based power electricity projects. Projects are financed by international finance institutions and the private sector, thereby unlocking future opportunities for investors while also providing electricity to businesses and populations in target zones.

Anti-Corruption

The Anti-Corruption workstream focuses on reducing the impact of corruption on the daily operations of firms whilst using local experiences to identify and build demand for structural reforms. Essor provides technical assistance to sector-specific public-sector actors to realise these reforms at a macro level, and assists both public and private sector actors to work collaboratively and concretely to reduce corruption.

Agriculture Value Chains

The Agriculture Value Chain reform project intervention is focused on improving the ease of doing business in the coffee sector in DRC. This includes supporting the revision of the strategy and organisational structure of the Office National de Café and wider coffee trade reforms in the DRC.

MSME

The Essor tax project's principal objective is to reduce tax compliance costs for micro, small and medium enterprises (MSMEs) by making it easier for MSMEs to comply with tax regulations. MSMEs are an important component of the Congolese economy: although difficult to estimate precise numbers, they make up approximately 80% of the private sector economy.

TEAM LEAD

- SALARY:** Competitive and commensurate with experience.
- PURPOSE:** The Team Lead will manage the Essor team and project portfolio.
- CONTRACT:** January 2018 to December 2019.
- LOCATION:** Kinshasa, DRC with occasional home travel.
- REPORTING:** The Team Lead will report to the Programme Director in London. S/he will line manage five Team Leaders and the Head of M&E.

RESPONSIBILITIES

Responsibilities will include but are not limited to:

- Strategic leadership of the Essor programme and its portfolio.
- Overall management of workstream leads and cross cutting team, including monitoring performance, deliverables and value for money.
- Main point of contact for DFID-DRC, representing Essor in regular management meetings with DFID.
- Responsible for delivery of key programme tasks, reports, reforms and training as contained in workplans.
- Ensure a rigorous approach to achievement of Essor's milestones, financial and progress reporting.
- Responsible for engagement and communication with key stakeholders and partners associated with Essor.
- Work with operations and workstreams to ensure programme project management tools are up to date and accurate.

PERSON SPECIFICATION

- Minimum of 15 years' experience working on donor-funded programmes in similar environments.
- Experience of Team Leader or Deputy Team leader position for a large, multi-million GBP donor-funded business environment reform programme (preferred) or governance programme.
- Expertise in business environment reform (ideal), or private sector development or public sector reform in a development context similar to the DRC.
- Must have an adaptable approach, innovation and comfortable in complex contexts.
- Experience of DFID programme management and leadership is highly desired.
- Must have excellent and demonstrable leadership and management skills.
- Must have excellent oral and written communication skills and be able to articulate thoughts and ideas.
- Fluent French speaking skills are highly sought but we will provide language training to the right candidate who must already have a basic or intermediary level of French.
- Strong organisational skills, attention to detail, ability to multi-task, and an ability to work well under pressure.

HOW TO APPLY

All correspondence, at this stage, should be via Oxford HR. To apply for this post, please complete our online application form and submit the following information – **preferably in MS Word**:

- An up-to-date curriculum vitae (of no more than 3-4 sides of A4)
- A detailed statement (of no more than 2-sides of A4) explaining why you are interested in this post and how your skills and experience make you suitable. (Please look at “Advice for Candidates” on the Oxford HR website for hints on how to write a successful statement).
- The Oxford HR Online Form, which provides us with the key information we will need to take your application through to interview. Please note: also enclosed with this form is Oxford HR’s Equal Opportunities 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.

N.B. The documents should be saved in MS Word in the following format: Your First Name-Your Last Name-Document Name-Date (yyymm) e.g:

- Pat-Jones-CV-1502
- Pat-Jones-Statement-1502

Closing date: Sunday 29 October 2017

Pre-screening interviews: commencing on Thursday 9 November 2017.

Final Interviews: w/c Monday 20 November 2017

These dates may be subject to change, and applicants will be advised in advance should this happen.

SELECTION PROCESS

All candidates will receive feedback as soon as possible. Shortlisted candidates may be required to undertake an additional assessment prior to the final interview.

EQUALITY STATEMENT

Equality and diversity is at the core of PwC values. 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.

QUERIES

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please contact **Toby Weaver** or **Jamie Phillips** at Pwc_teamleader@oxfordhr.co.uk.

ABOUT OXFORD HR

Oxford HR operates globally - mainly within the international development and UK charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our clients.

Oxford HR's team members have significant personal experience of working in international development and the social sector as well as the corporate and governmental sectors. We are in a unique position to find and assess talented individuals from a variety of backgrounds.



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