



AKADEMIYA

MANAGING DIRECTOR

JULY 2021



OXFORD HR
SEARCH FOR A BETTER WORLD



AKADEMIYA2063

AKADEMIYA2063, an international research think-tank, headquartered in Kigali, Rwanda with a regional office in Dakar, Senegal. It was established to continue and expand the portfolio of policy research and capacity strengthening support for the implementation of the Comprehensive Africa Agriculture Development Programme (CAADP) which was initiated by the International Food Policy Research Institute (IFPRI) over the past 15 years.

It was launched in January 2020 to host Regional Strategic Analysis and Knowledge Support System (ReSAKSS), African Growth and Development Policy (AGRODEP) Modeling Consortium, and the Malabo Montpellier Panel (MaMo Panel).

AKADEMIYA2063 works closely with the AUC, NEPAD Agency, regional economic communities, countries and development partners and continues to collaborate with IFPRI to support the successful implementation of CAADP and the advancement of agricultural transformation and development in Africa.

MISSION

AKADEMIYA2063's overall mission is to create, across Africa and led from Rwanda, state-of-the art technical capacities to support the efforts by the Member States of the African Union to achieve the key goals of the agenda 2063 of transforming national economies to boost growth and prosperity.

GOALS

The main goal of AKADEMIYA2063 is to help meet the needs of African countries in terms of data, analytics and mutual learning for the effective implementation of Agenda 2063 and the realization of its outcomes by a critical mass of member states.

THE ROLE

TITLE:	Managing Director
CONTRACT TYPE:	Full-time
REPORTING TO:	Executive Chairperson
LOCATION:	Kigali, Rwanda
SALARY:	Competitive salary with benefits

The Managing Director (MD) will serve as a partner to the Executive Chairperson and will help manage the day-to-day work of the organization and ensure that AKADEMIYA2063 is meeting its ambitious goals. The Managing Director will serve as an internal and external leader, who will thrive with both programmatic and management work.

The Managing Director will help develop and implement long and short-term organizational strategies. The successful candidate will interact with funders, clients, partners, and collaborators such as to maintain a productive relationship with each of these groups. Internally, the MD will ensure strong communication and coordination among staff and across department to sustain high performance at all times.

DUTIES & RESPONSIBILITIES

- Work in partnership with the Executive Chairperson and the Board to establish a cohesive vision for the organization to further its mission and policy impact and implement the processes and systems necessary to achieve it.
- Oversee the execution of A2063' Business Plan, and the day-to-day operations of the organization including strategic financial decision-making and management.
- Prepare and implement comprehensive business plans to ensure achievement of the organization's goals through cost- effective operations.
- Oversee the company's financial management and ensure transparent, prudent and judicious use of its resources at all times.
- Oversee the Senior Management Committee and work closely with all departments to integrate work of the organization including Finance & Administration, Communications, and Research.
- Delegate responsibilities and supervise the work of directors providing guidance and motivation to drive maximum performance
- Analyze problematic situations and occurrences and provide solutions to ensure the organization's survival and growth.
- Work proactively to lead the organization's management in fostering an organizational culture that promotes stability, continuity and retention by providing equitable career development with professional growth and advancement opportunities.
- Lead engagement with African governments, continental and regional institutions, academic and research organizations, private sector and non-state actor stakeholders to foster partnerships and collaborations to enhance the organizations delivery and impact.
- Act as the voice and public relations representative of the organization in ways that strengthen its profile.



PERSON SPECIFICATION

The ideal candidate will be a strategist and a leader able to steer AKADEMIYA2063 as an impactful organization by effectively pursuing its vision and mission and competently working towards realizing its short- and long-term goals. He or she will have very strong crisis management skills to ensure continued and effective mobilization, empowerment and steering of all staff across the organization to discharge their duties efficiently. The goal is to ensure the organization is constantly moving towards in fulfilling its short-term and long-term objectives and does not diverge from its strategic goals.

EDUCATION & TRAINING

An advanced university degree PhD (preferred) or Masters in agricultural sciences, economics, business management or a related field.

KNOWLEDGE AND EXPERIENCE

- A minimum of 15 years of professional experience with a clear track record in managing teams, programs, processes and systems.
- Thorough knowledge of African continental and regional development agendas
- Strong understanding of agricultural and economic development issues in Africa
- Experience with financial oversight and management of operations
- Track record of success in effective resource mobilization and donor relations
- Demonstrable experience in developing and executing institutional strategies and business plans.
- Experience with managing and coordinating multiple projects in a fast-paced, ambitious environment.
- Ideally, experience in research for development. At least strong understanding of research for development.

SKILLS AND ABILITIES

- Long-range organizational strategic thinking and planning
- Outstanding analytical and problem-solving abilities
- Exceptional communication (written and oral) skills and superior presentation skills
- Superb interpersonal skills, with an impressive history of forging strong relationships with multiple stakeholders
- Agility to recognize and capitalize on opportunities to promote AKADEMIYA2063 and its operations.
- Ability to oversee multiple portfolios of research projects, meeting deadlines and budget requirements.
- Demonstrated ability to develop and execute operational plans with measurable outcomes to document successes.
- Excellence in staff management with the ability to develop, coach, and manage high- performing staff.

HOW TO APPLY

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

- Do you have knowledge of African development policies and are you familiar with regional economics communities?
- Have you worked in leadership roles in Africa with a clear track record in managing teams, programs, processes and systems?
- Do you have a PhD or Master's degree in agricultural sciences, economics, business management or a related field?

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 all the above questions, then please proceed to click on APPLY NOW. There you will need to complete a short application form and submit an up-to-date curriculum vitae (of no more than 2-3 pages) in MS Word, and a cover letter. Please prepare your CV and cover letter before applying as they will be requested at the end of the application form. The cover letter should be no more than 2 pages long – bullet points are acceptable. It should explain:

- why you are interested in this role.
- why you are interested in AKADEMIYA2063
- how your skills and experience make you a good fit.

Your CV and Cover Letter should be saved in MS Word in the following format: Your First Name-Your LastName-Document Name-Date (mmyyyy) eg, Pat-Jones-CV-072021-AKADEMIYA2063 or Pat-Jones-CoverLetter-072021-AKADEMIYA2063.

TIMELINE

Closing Date:	9th August 2021
Preliminary interviews:	Week commencing 23rd August 2021
Final panel interviews:	To be Confirmed

EQUALITY STATEMENT

Equality and diversity are at the core of AKADEMIYA2063's 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.

As part of our dedication to equal employment opportunity and the diversity of our staff, AKADEMIYA2063 does not discriminate based on race, colour, national origin, ethnicity, gender, disability, sexual orientation, gender identity, religion, or any other basis. We especially encourage applications from women.

SELECTION PROCESS

All candidates will be notified about the status of their applications. Shortlisted candidates may be required to undertake an additional assessment prior to the final interview.

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 email md-akademiya2063@oxfordhr.co.ke in the first instance.



ABOUT OXFORD HR

Oxford HR operates globally - mainly within the international development and 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.

OXFORD

46 Woodstock Road
Oxford
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

LONDON

Three Tuns House,
109 Borough High Street,
London
SE1 1NL

United Kingdom

+44 (0)20 7939 7451

AMSTERDAM

Korte Schimmelstraat 12
1053 SZ
Amsterdam

The Netherlands

+31 (0) 621 153 452

NAIROBI

Watermark Business Park
Cove Court,
1st Floor
Ndege Road off Langata Road

Kenya

+254 (0) 797 233 217



OXFORD HR
SEARCH FOR A BETTER WORLD

www.oxfordhr.co.uk | Company No. 6456325