



*Transforming Lives Through Agribusiness*

## EXCITING LEADERSHIP OPPORTUNITY: CHIEF EXECUTIVE OFFICER

Job Position: Chief Executive Officer	Reports to: Kilimo Trust's Board of Trustees
Type of position: Regional	Location/Station: Kampala, Uganda- frequent Travels
Position supervises: Director, Finance and Administration and Team Leaders	Contract: 3-year renewable contract based on performance

### Job Purpose;

Kilimo Trust (KT), a not-for-profit organization focusing on contributing to transformation of food and nutrition security in the East African Community (EAC) region, is looking for a seasoned and entrepreneurial Chief Executive Officer to provide strategic and transformational leadership focused on; i) driving agricultural value chain development that positively impacts overall Small Holder Farmers' participation, productivity and incomes, and ii) pursuing emerging opportunities that position KT favourably as a financially viable and sustainable institution within the EAC region.

### Major Responsibilities:

#### 1) Strategic Leadership

To proactively develop, implement, evaluate, update and lead the Strategic Plan (including specific, quantifiable and time-bound KPIs) of Kilimo Trust; within the context of a changing operational environment;

- i) Provide dynamic leadership, vision, and stability in a rapidly changing world
- ii) Navigate and manage KT's relationship and collaborative partnerships
- iii) Ensure that KT is fully committed to impact by developing and leading the culture systems and processes to delivery impact and ensure capacity to do so
- iv) Serve as an inspirational leader to all KT staff that exemplifies institutional values (professional standards, openness, equity and fairness).
- v) Develop and implement robust operational plans, processes and systems for the smooth functioning of the institutions and effective review and assessment of its activities
- vi) Build a sustainable future for KT through the exploration and adoption of innovative programs funded by a diverse donor portfolio.
- vii) Ensure that all the costs pertaining to the welfare, remunerations and benefits of existing and incoming staff are fully absorbed by existing and unfolding projects and programs.
- viii) Ensure that the short, medium- and long-term interventions of KT are in line with the strategic orientation of the trust through periodic reviews and requisite alignments.

#### 2) Governance and Fiduciary Oversight

Act as KT's legal representative within the limits established by the KT's Board of Trustees and implement Board approved policies and guidelines.

- 3) Ensure financial health of the Trust and compliance to statutory requirements.
  - i) Oversee and ensure proper financial management of the organisation
  - ii) Presentation to the Trustees for approval of budgets of both recurrent and capital expenditure for the subsequent FYs, and any necessary modification thereof at any time during the FY.
  - iii) Ensure that no recurrent or capital expenditure is incurred other than in accordance with the budget so approved or by consent of the Trustees.
  - iv) Ensure that proper accounts of the Trust are always kept and audited by Internationally Reputed Auditors.
  - v) Ensure that all statutory requirements for the operation of the Trust are complied with.
  - vi) Ensure compliance with relevant international standards in financial reporting and governance
  - vii) Ensure delegation of authority supports clear accountability while empowering leadership and staff
  - viii) Ensure that controls are in place to identify and manage risks.

#### 4) Business Development

- i) To promote and market KT within Eastern Africa and globally as a leading independent agricultural development organization supporting innovation for smallholders in the region through both not-for-profit and social entrepreneurship interventions.
- ii) To create a high profile for KT at events related to the strategy of the organisation, and to represent it credibly to external stakeholders through a clear and dynamic communications thrust.

#### 5) Partnership Development

To develop KT's interests effectively by leading the implementation of partnership and alliance strategy that enables the Trust to leverage and nurture strategic partnerships and to represent KT's interests effectively through appropriate influence with:

- i) The EAC organs, national governments, regional and national systems, non-governmental organizations, and other organizations similar to Kilimo Trust, to support the delivery of the Mission of Kilimo Trust.
- ii) International development organizations which are interested, active and funding agricultural development in the EAC region.
- iii) The private sector to diversify KT's partnership and revenue generation

#### 6) Resource Mobilization

- i) Hold strategic leadership responsibilities for the delivery of the resources required to fulfil the organizations mission.
- ii) Lead in the planning and implementation of an assertive KT's resource mobilisation and diversification strategy to grow long term income streams, including from private philanthropies, government and other donors to support current programs and future expansion; including identifying funding resources, establishing strategies to attract potential funders and ensuring prudence resource use.
- iii) Build strong relationships with a range of major donors and ensure quality donor care and engagement at the highest level possible as well as enabling the board of trustees to act as lead ambassadors and fundraisers within their networks.

#### 7) Risk Management

To identify, reduce, mitigate and manage all relevant risks as they relate to the Trust's financial, reputational, brand and other assets in tandem with the values and deeds of KT.

8) Business Evaluation and Managing Performance

- i) To prepare and present accurate timely and regular reports, briefs, and updates to the Board of Trustees concerning progress against the strategic and annual business plans as per the Board mandate and needs.
- ii) To coordinate internal and external evaluations with respect to the delivery of organizational targets in quantifiable and attributable outcomes and impact – and present them in terms of value-for-money, value additive solutions, and benefits accruing to target populations.

9) Talent Management

To recruit, hire, train, manage, lead, and develop the KT Senior Management team and regional Senior Staff in a manner that ensures the staff members are competent and developed for the future.

10) Policy Development

To institute, implement and review policies, regulations, rules and guidelines that promote efficient, effective and harmonious functioning of KT as per the organization's Mission, Ethos and Values.

11) Any Other Duties and Responsibilities

Without any prejudice to the foregoing; to perform, in a professional and ethical manner, all the duties and responsibilities typical of the office of the Chief Executive Officer described in the Deeds of Kilimo Trust.

KNOWLEDGE AND SKILLS REQUIRED;

i) Education and Training

- Minimum of a Master's degree in agricultural sciences or related fields
- Specialized training in Business Management, Entrepreneurship, Organizational Leadership.
- Knowledge of different not-for-profit and private sector engagements and approaches
- Knowledge of agricultural development issues

ii) Skills and Experience

- At least ten (10) years' experience in a top leadership position in a similar/related organization especially within the agricultural sector.
- Solid experience in supporting growth of agribusiness ventures of at least 7 years
- At least seven (7) years of experience supporting Board level functions, directly participating in Board activities as a non-dependent member
- Demonstrable leadership competence managing cross-border employees across the EAC region
- Capacity to generate and disseminate well-articulated knowledge products
- Demonstrable competence in networking, building strategic alliances and partnerships with the private sector, NGOs, multilateral agencies, public agencies and governments in the region and beyond.
- Demonstrable skills in fundraising substantial funds for operations similar to KT.
- Expertise in leading Ex ante and Ex post implementation studies related to various program management and appreciation of requirements by different funding partners.
- International and regional work experience and exposure
- Fluent in English and spoken Swahili
- A working knowledge of French would be an added advantage
- Willingness and ability to travel within the East African region and internationally

iii) Key Competencies Required

- Significant and progressively responsible leadership experience. This should include the leadership and management of an organization in the private sector, public sector, international organizations/NGOs, and/or academia
- Strategic, analytical and conceptual mind set for strategy development and execution
- Operational Leadership and management
- Collaborative management of strategic partnerships internally and externally; relationship building skills and ability to galvanize others
- Clear focus on organisational goals, amid competing demands and capacity to prioritise
- Track record in resource mobilisation from global donor networks including governments, foundations and private sector.
- Facilitator, compelling communicator, personal integrity, determination, interpersonal skills and commitment to the role
- Demonstrable track record of building and improving organisational culture, efficiency and effectiveness.
- Demonstrable skills in talent identification and management, and leadership in budgets and operational processes, systems, policies
- Ability to work with a diverse Board

**How to apply:**

Applications should be sent by email to [recruitment@kilimotrust.org](mailto:recruitment@kilimotrust.org) not later than 1<sup>st</sup> July 2019. The application should contain a letter of motivation, curriculum vitae (not exceeding 4 typed pages), names and contacts (phone number and e-mail) of three referees. Details about KT can be accessed at <https://www.kilimotrust.org/>

**ONLY SHORT-LISTED CANDIDATES WILL BE CONTACTED**