



INDUSTRY DEVELOPMENT ASSOCIATE – ENVIRONMENTAL SUSTAINABILITY & BIOSECURITY

ROLE BRIEF

Seeking an ambitious, high-performing Industry Development Associate to help Msingi push the boundaries of economic development in East Africa

Msingi

Msingi East Africa is an ambitious and innovative industry development organisation supporting the growth of competitive industries in East Africa. We identify high potential industries. In these industries we foster innovation, competitiveness and growth by providing support, including investment, to pioneering firms, while catalysing the right enabling environment for the industry. We are differentiated by our combination of strong private sector-orientation and skills, and the long-term approach needed to catalyse lasting economic development. Ultimately, Msingi's goal is to play a key role in East Africa's long-term economic transformation.

Msingi enjoys long-term funding committed to its industry programmes by Gatsby Africa (UK). Gatsby is an independent foundation set up in 1967 by Lord David Sainsbury and has worked in East Africa since 1985. Gatsby is strongly committed to supporting Msingi's industry programmes for the long-term.

Msingi currently works in the **aquaculture** sector and the **textiles and apparel** sector. Msingi is closely integrated within the wider network of similar Gatsby Africa programmes that operate across East Africa and work in a wide range of sectors including **forestry, tea, water and agricultural inputs**.

Purpose of the Industry Development Associate role

One of Msingi's focus industries is commercial aquaculture. Aquaculture is the fastest growing agri-food sector globally. Msingi's East African Commercial Aquaculture Programme is expanding after some initial success. This role will work within the Aquaculture Team and will contribute to various industry interventions aimed at unlocking lasting change in the sector.

The focus of this role is to help the industry to develop mechanisms and capabilities that can protect the environment as the industry grows, and to reduce the risk and impact of disease outbreaks in the industry. This is an opportunity to create real change at the nexus of economic development and issues of environmental sustainability. It will require an ability to understand technical matters surrounding environmental sustainability and biosecurity, while also understanding economic factors and incentives.

This role will initially work within the Aquaculture Team for at least the first 12 months. Aquaculture is the fastest growing agri-food sector globally, and Msingi's East African Aquaculture Programme is entering an exciting expansion phase after some strong initial success. After this initial 12-month period, you will have options to perform the same role across other similar Msingi or Gatsby industry

development programmes in other sectors such as textiles, forestry, tea, water and agricultural inputs, if this is aligned with both Msingi and Gatsby's needs and your professional development objectives

Msingi is not looking for individuals with prior experience of aquaculture (although this is not precluded), but you will require strong entrepreneurialism, sharp analytical skills and an ability to learn quickly.

Career development & learning

Msingi and Gatsby place a very high priority on enabling career development for staff. For us, this means a very strong focus on supporting team members to learn and build skills in a range of vital and relatively transferable areas, including analysis and critical thinking, strategy, entrepreneurialism, negotiating deals, business and financial analysis, contract development and management, stakeholder and people management, and monitoring & evaluation. We tend to operate relatively flat, non-hierarchical team structures that enable learning and staff development. We aim to quickly give significant responsibility to staff that perform well even at a very junior level.

Key responsibilities

As part of the Aquaculture Team, you will contribute to:

- Analyzing constraints, opportunities and other characteristics relating to the biosecurity and environmental sustainability of the aquaculture industry in East Africa;
- Brokering and managing deals with key stakeholders in the industry, such as companies, associations and governments, to stimulate better environmental and biosecurity practices and capabilities;
- Identifying and managing a network of leading technical experts on environmental sustainability and biosecurity;
- Working collaboratively with the Monitoring Specialist in monitoring progress of interventions and changes in the industry;
- Undertaking regular field visits to collect and synthesize information to understand industry dynamics and opportunities for change;
- Perform any other duties relevant for the development of the industry as requested from time to time.

Experience and personal qualities required

Msingi is looking for star-performers that have:

- A minimum of an undergraduate degree from a reputable university;
- Up to 7 years' relevant work experience. Aquaculture experience is not required (but is appreciated);
- Some academic or professional experience in environmental sustainability, water resource analysis or management, natural sciences, veterinary areas, or a related area.



BUILDING EAST AFRICA'S INDUSTRIES
OF THE FUTURE

- Top quality analytical and critical thinking: an ability to analyse information, probe for further information, make rational judgements from the analysis, and understand how one issue may be part of a larger system;
- Strong problem-solving skills;
- Highly entrepreneurial and proactive;
- Ability to learn quickly and ask questions;
- Good communication skills, both written and verbal, including an ability to produce high-quality written documents;
- Comfortable with adapting and responding to change;
- Firm ethical standards, demonstrating integrity and being values-driven;
- A passion for the dynamics affecting East African economic development.

Terms and remuneration

The contract for this work will be permanent and full-time. The job will be based in Nairobi with up to one third of your time spent traveling in the region. The salary and benefits will be competitive and are negotiable dependent on experience.

How to apply

If your experience and aspirations match this opportunity, please submit a one-page motivation letter and curriculum vitae detailing your qualifications and experience to <https://cedaraficagroup.com/jobs> on or before **17 September 2021 at 5pm (EAT)**.

Only shortlisted candidates will be contacted.

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