

MSINGI

BUILDING EAST AFRICA'S INDUSTRIES
OF THE FUTURE

INDUSTRY DEVELOPMENT ASSOCIATES

ROLE BRIEF

Seeking top-performing early-career professionals for key roles in Msingi, an innovative industry development organisation pushing 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. Gatsby is an independent UK 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**.

The Industry Associate role

This role will play a key role in various interventions that aim to unlock lasting change in the sectors in which Msingi and Gatsby work. This will include designing and brokering deals for support with leading companies; developing mechanisms to foster innovation; and may involve using tools from investments to grants and research. The role will help to manage a network of world-leading experts and technical advisors.

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 in any of its focus sectors (including aquaculture), although this is not precluded. However, you will require excellent commercial acumen, entrepreneurialism, analytical skills, emotional intelligence 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.

INTEGRITY | EXCELLENCE | COLLABORATION | INNOVATION | TRANSPARENCY

1st Floor, Grosvenor Block, 14 Riverside, off Riverside Drive, P.O. Box 18711 Nairobi 00100 Kenya.

Tel: +254 20 4403179 | +254 708 721504 | +254 739 616492 | www.msingi.com

Key responsibilities

You will contribute to:

- Analyzing sector constraints, opportunities and other characteristics;
- Brokering deals with key companies to stimulate innovation and investments, and improve productivity;
- Developing and managing contractual relations with companies and consultants;
- Engaging and managing other industry stakeholders, as and when needed, for example industry associations, the private sector or government;
- 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 industry programme 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 in Economics, Business or related fields from a reputable university
- Up to 5 years' relevant work experience (relevant experience in Msingi or Gatsby's focus sectors is not required, but is not precluded)
- 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
- Strong emotional intelligence and interpersonal skills
- Comfortable adapting and responding to change
- Values driven, demonstrating firm ethical standards and integrity
- A strong interest in 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://cedarafriicagroup.com/jobs> on or before **17 September 2021 at 5pm (EAT)**. **Only shortlisted candidates will be contacted.**