



BUILDING EAST AFRICA'S INDUSTRIES
OF THE FUTURE

INDUSTRY DIRECTOR- AQUACULTURE ROLE BRIEF

Seeking a top-performing and experienced professional to play a leadership role in the flagship industry programme of Msingi, an innovative industry development organisation pushing the boundaries of economic development in East Africa

Msingi

Msingi East Africa Limited is an ambitious and innovative industry development organisation supporting the growth of competitive industries in East Africa. We identify high potential industries, and foster innovation, growth and competitiveness in these industries 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.

The Gatsby Africa (UK) and the UK Department for International Development (DFID) have committed seed funding for Msingi's first 5 years. Gatsby is an independent foundation set up in 1967 by Lord David Sainsbury, and has worked in East Africa since 1985. Gatsby initiated the concept of Msingi and is playing a hands-on role in its development. DFID, the UK government department responsible for overseas aid, aims to promote sustainable development and alleviate poverty.

Purpose of the Industry Director- Aquaculture

You will be responsible for oversight of Msingi's work to develop the commercial aquaculture industry in East Africa. This role will provide technical and strategic leadership in the development and ongoing improvement of the vision and strategy for the aquaculture industry. The role will be responsible for leading the implementation of this strategy, and building and nurturing a lean but high performing team to execute it. The role holder is a member of the Msingi Senior Management Team that is leading the organization and is key to Msingi's growth and shaping of the future.

Msingi is not looking for individuals with prior experience of aquaculture (although this is not precluded), but you will require excellent strategic and team leadership skills, commercial acumen and analytical skills, and an ability to design and implement programmes. You will be required to manage a high caliber team members as well as a network of world-leading experts and technical advisors.

Responsibilities

Reporting directly to the Chief Executive Officer, the role will be responsible for:

1) Aquaculture strategy development

- Continuing to develop and adapt Msingi's vision and strategy for the aquaculture industry to ensure the programme has clear strategic guidance that enables it to effect significant and long-term transformation.

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- Engaging with a range of senior external stakeholders and global industry experts and specialists, to obtain input and build buy-in to the strategy.
- Ensure Msingi has effective industry analysis that enables the tracking of progress and effective insights to inform strategy development and ongoing learning.
- Preparing and providing input to various documents outlining the strategy for a range of internal and external audiences – supporting the broader industry and governments to take ownership of the strategy and their evolving roles and functions to the extent possible.

2) Aquaculture programme implementation

- Developing the operating plan and budget for the aquaculture programme, including project development work and investments.
- Leading or overseeing aquaculture interventions – including identifying firms to support, and working closely with the Investment & Finance Director and investment team to carry out investment appraisals and proposals for catalytic deals.
- Managing the aquaculture team and external contractors (in various locations), allocating responsibility and ensuring the team delivers against operating plans and targets, and in compliance with Msingi's policies and procedures.
- Ensuring appropriate performance indicators and targets are set and performance information is tracked and reported.

3) Aquaculture team building and leadership

- Continuing to review the resources needed to execute the industry programme, and where needed obtaining approval for new staff members and ensuring high calibre individuals are recruited into these industry team roles.
- Investing significantly in the professional development of the aquaculture team. This will include managing team members' performance and providing hands-on coaching. It will also entail working with the team to identify training and development needs and opportunities.
- Ensure the right culture and environment within the Aquaculture team, consistent with Msingi values, encouraging ongoing learning and reflection and evidence-based delivery.

4) Aquaculture industry stakeholder engagement and management

- Actively identifying and engaging industry experts, partners and East African senior advisors who will be instrumental to the development and implementation of the aquaculture strategy.
- Designing and facilitating regular networking sessions to build and maintain positive industry relationships.
- Ensure Msingi is positioned to engage and influence other stakeholders in the sector – whether governments, funders, investors or development programmes.
- Ensure Msingi has effective communications and influencing strategies in place.

5) Advising on the strategy development and implementation of Msingi's other industry programmes

- Capturing and sharing learning from the roll-out of the Aquaculture Programme with colleagues in Msingi. In doing so, supporting Msingi's work to identify, develop and implement our next focus industries.

6) Supporting Msingi's organisational development

- With the CEO and wider senior management team, playing a significant role in the overall management and development of Msingi: for example, the development of Msingi's overall strategy and annual plans, and the recruitment and professional development of Msingi's management team.
- Support the broader fundraising of Msingi, through ensuring effective clear plans and proposals for the Aquaculture sector, and effective engagement with funders interested in the sector.

Key result areas

The jobholder's accountability areas are as follows;

- Successful implementation of the Aquaculture team's strategic goals and key strategic priorities.
- Delivery of the industry programme in line with Msingi's strategic priorities, operating plans and targets and in compliance with Msingi's policies and procedures.
- Delivery of agreed performance targets, outcomes and indicators.
- Effective and efficient management and utilisation of programme and departmental resources.
- Effective management of stakeholders inside and outside of the organization.
- Team leadership, staff development, staff engagement and productivity.
- Dissemination of learnings and communication themes from rolling out the industry programme.

Education and Experience Requirements

- A Master's degree in Agriculture (or related field), Business Administration or Management.
- Over 10 years' experience in General Management, and People Management
- Over 10 years' experience in sector/industry development, sometimes called market development or M4P programmes – with demonstrable experience in thought leadership in this field.
- Experience in a number of the following areas: programme design and management, investment analysis, risk analysis and measurement, and stakeholder management.
- Experience in Aquaculture is desirable but not essential.
- Experience in building a high calibre team of professionals, training and mentoring a team
- Experience of managing complex programmes and a diverse team, and with working with expert consultants as well as managing a complex network of stakeholders
- Possess working knowledge of industry or market development, economical analysis and appreciation of development models
- Strong understanding of key trends political, economic and social trends and how these can be translated into industry commercial drivers in East Africa
- Proficient in Microsoft Office (Outlook, Word, Project, Excel, and Power Point)

Personal Qualities

- A strong leader that sets appropriate standards of behaviour and provides others with clear direction. Recruits staff of a high calibre and motivates, empowers and provides coaching and development opportunities to direct reports.

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- Strong analytical and problem solving skills. Ability to analyse data and other sources of information, probes for further information, makes rational judgements from the available information and analysis and understands how one issue may be part of a larger system and applicable in a market systems development.
 - Initiates action and demonstrates good decision making including taking responsibility for actions, projects and people. Must be able to initiate and generate activities and introduce changes to work processes.
 - Must be able to make quick, clear decisions which may include tough choices or considered risks.
 - Strong interpersonal skills and ability to build, engage, communicate and manage a wide and complex network of stakeholders
 - Entrepreneurial and commercial acumen, in particular keeping up to date with market information and market trends, identifying opportunities for the organisation, demonstrating financial awareness
 - Ability to quickly learn new tasks, demonstrate an immediate understanding of newly presented information. Must be able to gather comprehensive information to support decision making and encourage organisational learning amongst team members.
 - Works well with diverse range of people. Shows respect for the views and contributions of others, demonstrates empathy and listens and builds strong team spirit and cohesion. Is consultative and shares information and expertise with others.
 - Must be able to work productively in a pressurised environment, maintaining a positive outlook at work; handles criticism well and learns from it.
- Demonstrate integrity, and firm ethical standards
- Must uphold Msingi's values which include integrity, excellence, innovation, collaboration and transparency.

Terms and remuneration

The contract for this work will be permanent and full-time. The job will be based in Nairobi with regional travel. The salary will be competitive and is negotiable dependent on experience.

How to apply

If your experience and aspirations match this opportunity, please forward your curriculum vitae giving details of your qualifications and experience, and quoting **Msingi Industry Director Aquaculture**, to careers@msingi.com by **Friday 10 May 2019**. **Only shortlisted candidates will be contacted**

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