



**Gatsby
Africa**

Technical Manager - Livestock Programme

CANDIDATE PACK

Location:

**Nairobi - with more than
50% travel required within Kenya**

Gatsby Africa is seeking an ambitious, top-performing professional, passionate about the livestock sector, for a technical role in Gatsby Africa, a dynamic organisation committed to the transformation of high-potential sectors in East Africa.

About Gatsby Africa

East Africa urgently needs economic transformation - sustained growth with depth that will radically change economies, rapidly create jobs and offer large numbers of people pathways to make a step-change in their income.

Gatsby Africa is a private foundation set up and funded by Lord David Sainsbury to try to address this through a commercially driven approach to supporting the transformation of high potential sectors of the East African economy.

Gatsby Africa's Approach

Gatsby Africa is not your average development organisation. We have an exceptionally privileged position with secure long-term funding. This gives us the freedom to take risks, innovate and learn.

We are strongly focused on the business drivers of the sectors we work in. Our primary focus is on private sector realities - identifying what is needed for competitiveness and what will attract investment at scale. We also recognise the important role governments play in enabling, and in some instances unlocking, growth. We believe it is only by working in partnership with entrepreneurs, established firms, investors and governments that lasting and meaningful change can be secured.

We are pragmatists and doers, and we like to work nimbly to try different ideas to drive innovation, investment and growth. We can use any tools that are appropriate, from investing into businesses ourselves, to bringing in technical expertise, conducting research, or sometimes simply bringing people together. With this flexibility, we empower our teams to be entrepreneurial and to themselves identify and drive opportunities in the sector.

The Livestock programme

Gatsby's livestock programme is in an exciting phase where it is supporting businesses to test and demonstrate secondary beef production models for finishing and fattening cattle that can help the sector adapt its production systems to improve the quality and quantity of beef produced, whilst ensuring pastoralists benefit. Within the business models it includes considering feed and fodder production, water for livestock and irrigation, sourcing and relationships with traders and aggregators of cattle, nutrition and the art of converting feeds into meat, offtake and related association with meat markets. At the same time, it's looking to support the enabling of multi-stakeholder participation and collaboration to address key issues faced by the sector.

As we build our work in this area Gatsby needs to expand our technical team so we are able to effectively provide technical support to businesses as well as gather and consolidate knowledge and learning of what works and why, for sharing with livestock sector stakeholders - public, private, and development partners.

Purpose of the Role

The primary purpose of the role, working closely with the programme's technical lead, is to support the defining and delivery of technical support to the programme's partners who are testing different business models of secondary beef production. This will require an understanding of each partner's specific circumstances, the relevant expertise of the programme's technical assistance consultants and the designing of work packages that help to support partners through the process of testing and innovating around secondary production. Where the candidate has specific areas of expertise they will be expected to provide support directly. Technical support may encompass the full breadth of feed and fodder production, processing and related; water and related solutions for livestock and irrigated fodder production; setting up relevant infrastructures for secondary production; sourcing for cattle for onboarding onto the secondary production farms; herd management and required nutrition and value addition of onboarded cattle into finished/fattened for meat market. There will be a key emphasis on capturing learnings from partnerships to understand the commercial viability and performance of the models under testing, as well as barriers to scale and how to overcome.

In addition, the role will also support the stakeholder engagement function, providing technical representation of programme activities and on key sector issues to a set of diverse stakeholders - government, donor agencies, learning institutions among others.

Overview of Responsibilities

The successful candidate's responsibilities will likely include as illustrative examples:

- Build strong and trusted relationships with secondary production partners to enable effective engagement relating to technical support.
- Identify technical support requirements for partners and develop specific scopes of work and deliverables for technical consultants to deliver.
- Coordinate delivery of technical support to our partners, and synthesise and quality control reports produced by the technical experts for use by partners and for internal learning.
- Directly deliver technical support to partners in areas of expertise.
- Support in building a pipeline of partners who are innovating and investing different types of secondary beef production.
- Lead internal learning sessions on technical topics such as genetics, feeds and fodder, production systems, offtake and meat markets.
- Support team members build their technical understanding of livestock production.
- Participate in stakeholder engagement function of the programme, with a focus on representing the programme in regards to key technical issues faced by the sector.

Person Specification

This is a challenging and exciting role that will require an ambitious technical individual who is passionate about the Livestock sector and its potential, has strong business acumen and recent experience working in the private sector for a business involved in livestock production/ agriculture. They will need to be able to work with confidence with businesses to understand their needs but also remain humble about what they don't know and hungry to learn.

Preferred Qualifications and Experience

- Passionate about the livestock sector and committed to support its transformation in Kenya.
- Higher education qualification at bachelor's degree level or above in Veterinary Sciences, Animal Production, Range Management, or a related field. We will also consider other relevant technical agriculture backgrounds provided the candidate can demonstrate transferability to commercial livestock operations in Kenya.
- At least 5 years of professional experience working in the private sector involved in Livestock production or a related field, with preference for those with experience with

cattle and beef industries

- Experience working in the pastoralist regions of Kenya.
- Fluency in English and Kiswahili required; (preference for additional languages used in the cattle and beef industries)
- Proficiency in Microsoft Office, Google Suite packages

Competencies and attributes

- Deep technical knowledge on specific area of livestock production.
- Demonstrated understanding of livestock production in a private sector context and a wider understanding of the livestock business environment.
- Strong analytical skills, written and verbal communication skills
- Strong curiosity and keenness to learn and improve
- Adaptability and comfort with ambiguity and change
- Rigorous attention to detail
- Humility, a listen-first approach
- Ability to build trusted and respectful relationships
- Values driven and commitment to Gatsby Africa's mission
- Strong programme management skills, able to manage multiple commitments in a challenging environment.

How to apply:

If you meet the criteria outlined above and would like to apply for the role, please submit:

- An up-to-date Curriculum Vitae/Resume (of no more than 2-3 pages)
- A one page cover letter

Your cover letter should be no more than one page long. It should explain why you are interested in this opportunity and Gatsby Africa, and how your skills and experience make you a good fit. Bullet point cover letters will not be considered.

Please submit the above documents to recruitment@gatsbyafrica.org.uk with the subject of 'Technical Manager Livestock'.

Closing date for applications: 30th March 2025

Only shortlisted candidates will be contacted.

Our Values

We have established a set of core values that serve as the foundation for the culture we strive to foster.

We dream big

Ambitious - We are deliberately ambitious - seeking transformational change and creating sectors of the future.

Innovative - We are innovative- prepared to take calculated risks and pioneer innovations with our partners to achieve our aims.

We listen and learn

Empathy - We work with empathy and humility, knowing that we can only be successful if others own the solutions.

Learning - We always seek to learn - always curious to understand why things do or do not work.

We deliver

Collaborative - We are a collaborative organisation - knowing we can only achieve our aims when we work with others, and we build local ownership.

Delivery - We maintain a delivery focus - holding ourselves to the highest standards and knowing that everything we do must be focused on bringing meaningful change that lasts and doing so in the most efficient and cost-effective way possible.

Diversity, equity, and inclusion

Diversity, equity, and inclusion are central to Gatsby Africa. We are committed to treating all employees and job applicants fairly, equally, and no less favourably than anyone else. We recognise, respect, and value diversity and the benefits that differences can bring to our organisation.

Safeguarding

We are committed to protecting children and vulnerable adults from any harm when engaging with Gatsby Africa or its partners, and we expect all our staff to abide by our safeguarding policy.

Queries

If you encounter any problems with the application process, please contact recruitment@gatsbyafrica.org.uk



www.gatsbyafrica.org.uk