

## EXECUTIVE SEARCH

Our Client, a Farmer Based Organisation (FBOs) committed to provide training in organisational development and financial literacy to FBO's and SME's in agribusiness to access finance and markets, wishes to recruit a suitably qualified and experienced Ugandan professional to fill the position of Executive Director.

### **About Agribusiness Development Centre**

In partnership with DFCU Bank and Rabo Foundation, the Agribusiness Development Centre (ADC) was founded in 2017 with the objective of providing technical support to farmer-based organisations (FBOs) and SMEs in Agribusiness.

**Job Title:** Executive Director

**Reporting To:** The Board of Directors

**Job Description:** The Executive Director (ED) will have overall strategic and operational responsibility for all ADC programs. As the ED of the ADC, the role holder will provide leadership to the ADC strategic planning process. In addition, the ED will provide coordination for the ED management team, serve as liaison to ED partners and will be responsible for regular reporting to ADC Board of Directors to keep them abreast of the progress, programmatic strategies and challenges.

The ED will partner with the ADC Advisory Committee and will be responsible for developing, implementing, and managing the annual budget. Finally, the ED will cultivate existing relationships with stakeholders, inclusive public and private funders.

**Location:** Kampala

### **Key Accountabilities**

#### **Strategic Plan Implementation:**

- Provide programmatic leadership and input for all strategic plan implementation processes with the ADC Advisory Committee (AAC) and the ADC staff. Coach Business Advisors as they implement the strategic plan and transition program operations.
- Develop and implement a system for tracking and reporting on the progress of the strategic plan.

#### **Program Operational Leadership:**

- Provide effective and inspiring leadership by being actively involved in all programs and services, developing a broad and deep knowledge of all programs.
- Design and implement the incubator program, together with the team.
- Lead and coach the ADC team and provide the team with suitable training programs to expand the capacity of all staff.
- Prepare and submit an annual operational budget, manage effectively within this budget, and report accurately on progress made and challenges encountered.
- Ensure the continued financial viability of ADC operational units through sound financial management.
- Identify opportunities for ADC to leverage cross-program strengths to take advantage of new opportunities and/or to address organisational challenges.

## **External Relationship Development**

- Manage and cultivate existing relationships with funders to secure and expand recurring revenue streams.
- Publicly represent ADC with the media and external constituency groups including community, governmental, and private organisations and build excitement for the ADC mission.

## **Knowledge, Skills and Experience required**

This is an extraordinary opportunity for an individual with extensive program management experience to grow and further develop the innovative training curriculum that will make significant impact in the agricultural sector in Uganda.

- The successful candidate will partner with the ADC Advisory committee and work collaboratively with the ADC team, Rabo Foundation and DFCU Bank.

## **Specific requirements include:**

- Minimum Master's degree in Agricultural or Finance and/or at least five years of experience and a track record in senior (program) management and working with Farmer Based Organisations.
- Past experience in managing human resources function including personnel, compensation, and recruiting.
- A track record of success in grant writing, management and other forms of resource development.
- Deep experience in program budgeting and financial management.
- Flexible and open to exploring new models in Financial Services, like FinTech, Geo data innovations which is shaping a new range of services and innovations
- Ability to manage multiple projects with diverse partners in a wide variety of geographic locations.
- Unwavering commitment to quality programs and data-driven program monitoring & evaluation.

## **Key competencies**

- Excellence in organisational management with the ability to coach and mentor staff and develop high-performing teams.
- A strong, self-motivated work ethic and action-oriented, entrepreneurial with flexible and an innovative approach to operational management.
- Analytic and decisive decision maker with the ability to prioritize and communicate to staff key objectives and tactics necessary to achieve organisational goals.
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent public speaking skills.
- Integrity: Keen sense of ethics and act in accordance
- Pragmatic hands-on approach to issues

## Reporting Relationships

The ED works directly with and is accountable to the Board of Directors that consist of directors from the DFCU Bank and Rabo Foundation.

All suitably qualified candidates should submit to the address below their written applications together with their certified copies of relevant academic certificates, curriculum vitae, copies of valid Ugandan National Identity card, list of three (3) referees (on character and professional experience) with their names; details of contact numbers, physical addresses and email addresses to the address below not later than, Friday 31st August 2020

The Practice Manager

KTA Advocates

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