



## **Job Description - Incubator Program Senior Advisor**

**TITLE:** Incubator Program Senior Advisor

**LOCATION:** Addis Ababa

**COMMITMENT:** Full-time

**COMPENSATION:** Competitive based on experience

**ANTICIPATED START DATE:** May 3 2018

**DEADLINE FOR APPLICATION:** Monday 12 March

**HOW TO APPLY:** Send your CV and Cover letter (stating how you would be a good fit for this role) and references to [ethiopia@reachforchange.org](mailto:ethiopia@reachforchange.org)

### **About Reach for Change**

Reach for Change is a global organisation that was founded in Sweden in 2010 by the Kinnevik Group and Sara Damber. We find and develop Change Leaders – local social entrepreneurs with innovations that improve the lives of children, women and youth. The entrepreneurs are helped to scale their innovations through seed funding, access to technical and managerial expertise and networking opportunities. Launched in Ethiopia in 2015, Reach for Change has supported 45 social entrepreneurs so far to deepen their social impact and become financially sustainable.

### **Position Summary**

Reach for Change Ethiopia seeks a Senior Advisor for its Incubator and Rapid Scale programs who has an entrepreneurial mindset and cares deeply about improving the lives of children, women and youth. S/he is an experienced leader in the nonprofit or business world in Ethiopia. The Incubator Program Senior Advisor has an entrepreneurial spirit, is a strategic thinker, focuses on tangible results, has a collaborative “can do” attitude and a desire for continuous improvement. The Advisor will be responsible for providing supporting in the design, implementation and follow up of our Incubator and Rapid Scale programs. In these two programs they will be working with and mentoring social entrepreneurs that require support and funding to scale their businesses. The Advisor is used to the pressure of high-profile projects, and can effectively work with colleagues and partner co-workers at all levels of the organization, whilst managing expectations of all parties and making sure to meet deadlines and other requirements. This role will be responsible for the development of 5 social entrepreneurs each year on the Incubator program and 3 each year on the Rapid Scale Program - the Advisor will be responsible for supporting the growth of these business to positively impact the lives of women, children and youth across Ethiopia.

Based in the Addis Ababa office, Ethiopia, and reporting to the Country Manager, the Incubator Program Senior Advisor will support the country team in their implementation of the Incubator and Rapid Scale programs.



### **Program**

- Contribute to the development and implementation of a locally relevant country strategy and training program in keeping with the Reach for Change strategic plan and Africa priorities to achieve the maximum social impact for social entrepreneurs and women, youth and children.
- Create networks of key industry players, government and investors for the social entrepreneurs, developing partnerships to support our social entrepreneurs
- Identify and evaluate high potential and high impact social entrepreneurs over a period of time to enable Reach for Change to make an informed selection, and during that time help the entrepreneurs validate their ideas.
- Facilitate the assigned training programs/projects to achieve program/project objectives with the goal of supporting social entrepreneurs to develop and scale impactful, financially sustainable organizations that improve the lives of children more successfully and faster than anyone else.
- Support the monitoring and reporting of the progress of the program and indicators, and contribute to processes to measure, learn from and improve impact and operations, ensuring that both R4C and its social entrepreneurs understand the impact of different parts of their programs, and adapt accordingly.
- Develop and maintain close relationships with key stakeholders at our partner companies and manage the interests of our partners to ensure continued commitment and engagement.
- Develop relationships with key stakeholders and partners to be engaged in the program, obtain their support and execute program strategy.
- Work with social entrepreneurs to determine areas of need and create avenues to address them through the Incubator and Rapid Scale programme.
- Support the Quarterly and Annual Reporting process for the social entrepreneurs
- Mentor Network: Develop the mentor network for the social entrepreneurs to help them scale to have a large impact on women, youth and children.
- Be the face of the Incubator and Rapid Scale programme and actively promote them through different channels
- Assist with the communication of information to key stakeholders to support Reach for Change's strategic goals.
- Contribute to efforts to share best practice, ideas and experience on successful implementation of the programs internally and externally.
- With the help of the Regional and Global Programs Team, develop and improve outstanding training content, including training workshops/events/webinars for the Incubator and Rapid Scale Program, and execute with the help of team members
- Report to Country Manager and produce recommendations for review of Regional Management team
- Other duties as assigned by Line Manager



**Additional characteristics we are looking for at Reach for Change**

- Smart, brave and passionate with an entrepreneurial mindset and cares deeply about improving the lives of children.
- Entrepreneurial spirit, strategic thinker, focuses on tangible results, has a collaborative “can do” attitude and a desire for continuous improvement.
- Exceptional relationship and interpersonal skills; courtesy, tact, patience and strong team orientation.
- Ability to work under pressure and withstand the tests of a rapidly changing environment with a calm head and resilience.

**Required Qualifications and Experience**

- Over 5 years of progressively responsible positions, with a distinguished record of relevant accomplishments in the nonprofit sector and/or business sector.
- Knowledge or experience working with entrepreneurs and knowledge on current thinking and practices in the field of social entrepreneurship.
- Excellent understanding of entrepreneurship development and social sector in Ethiopia.
- Experience in a similar position - setting up, project managing, or leading a program in Ethiopia.
- Evidence of being an entrepreneurial and strategic leader who is passionate about social change.
- University degree in business, economics, public/social administration or a related discipline.
- Experience of working in volunteering in the social sectors; experience of working to support women, youth or children is a bonus
- Ability to manage multiple, sometimes conflicting priorities and work cooperatively to build networks and satisfy needs of internal and external stakeholders.
- Demonstrated ability to work sensitively with diverse people, cultures and communities.
- Good writing and communications skills
- Good computer skills and familiarity with MS Office (Word, Excel, Outlook, PowerPoint).
- Ability to understand and use web based applications and platforms.
- Spoken and written fluency in English and proficiency in Amharic.
- Readiness for some travel