



Africa Regional Director Candidate Pack

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Welcome

and introduction to Send a Cow

Dear Candidate

Thank you for your interest in the position of Africa Regional Director at Send a Cow. Send a Cow is a growing and dynamic international development charity providing training and ongoing support to smallholder farmers and rural communities in Africa. We have a highly experienced and dedicated staff in Africa, the UK and USA.

We support families in difficult economic and environmental conditions to develop the skills and confidence to thrive. The communities we work with have shaped our integrated approach.

We are working with about 550,000 people across six African countries in East and Southern Africa, and our ambition is to increase both the scale and impact of our work in a careful and sustainable way.

We have completed a new strategy that places us in a strong position to maximise our contribution to the Sustainable Development Goals by 2030.

We are also on an exciting path to build the leadership capacity of Send a Cow close to where we work. As part of our Africa Forward agenda, we envisage Send a Cow to be increasingly led from Africa. The Africa Regional Director role is an important step in that direction.

We are looking for an experienced, collaborative and driven Africa Regional Director who shares our vision, values and mission, and is empathetic to our Christian identity and roots. A hands-on leader with vast experience in development, supporting country teams and delivering through partners. An entrepreneurial leader with a strong appreciation for the practical use of business concepts and modern technology in community development. A person able to build on the successes of our country programmes.

If you are that person, I look forward to hearing from you.



Donald Mavunduse

**Director of
International Operations**



Mercy, Kenya

Our work



At Send a Cow, we have a holistic and empowering approach to help families and communities. We work with smallholder farmers in Africa to help them fulfil their potential and work their way out of poverty for good. We do this by being people focused, practical and positive.

We ask what communities have, rather than what they need. We help them identify and value the resources they already have. Together, communities build a vision of a better future. Then, through training in farming, and by tackling social issues such as gender inequality,

we enable them to acquire both the hope and the skills to succeed. We support families to help others, thereby building strong communities for generations to come.

**Find out more
about our work**



Visit our website
sendacow.org



Download our latest
annual review



Read our
impact reports



Phoebe, Uganda

The context of the Africa Regional Director role

The Africa Regional Director role comes at a period of exciting transition for Send a Cow, where we see our impact, income and influence growing. The transition includes moving our global Programme leadership and technical roles to Africa.

We are also reshaping our programmatic work to respond to opportunities such as social enterprise approaches, use of modern technologies in development, as well as building fundraising support for our work from within Africa.

We are revisiting our operational work with the view to improving our impact and sustainably scaling up our work. We will be working more in partnership and strengthening our integrated work to accelerate our response to the threats of climate change.



Our vision

A confident and thriving rural Africa

Our mission

To give communities and families the hope and the means to secure their own futures from the land

Our values

Integrity, stewardship, accountability

The values that guide our work are

Integrity Acting with honesty, fairness and honour; treating all cases with impartiality and transparency, with no discrimination or compromise of the truth.

Stewardship Take a long-term, sustainable view of how we use and care for our social, economic and environmental resources.

Accountability Build self-resilience in our staff and development partners to ensure clarity of roles, so all accept responsibility for their actions, decisions and policies.

Responsibility and Reporting

Reporting to the Director of International Operations, the Africa Regional Director will manage Country Directors and have overall responsibility for delivering Send a Cow's 10-year strategy in Africa.

As the most senior member of Send a Cow based in Africa, the Africa Regional Director will lead on strategic relationships in Africa to help maximise Send a Cow's programme impact, influence and income.

The Africa Regional Director will also work closely with the Head of Thematic Support

and Capacity Building as well as Head of Monitoring, Evaluation and Programme Effectiveness to deepen and spread the quality and impact of our work.

The Africa Regional Director is a member of the Senior Leadership Team, together with the CEO, the Director of Development, the Director of International Operations, the Finance and Resources Director and the Programme Funding Director. The role also liaises with our country boards and Send a Cow's group board.



Job Description and Person Specification

Title	Africa Regional Director
Location	Nairobi, Kenya
Level	Senior Management
Reporting to	Director of International Operations
Line management	Country Directors
Key Relationships	Senior Leadership Team Programme Team Thematic Support and Capacity Building Monitoring, Evaluation and Programme Effectiveness Country and Group Boards Strategic Partners in Africa

Purpose of the Role

The Africa Regional Director leads the effective delivery of Send a Cow country strategies and business plans across six countries in East Africa (currently, Ethiopia Kenya, Rwanda, Uganda Burundi and Zambia). The Regional Director engages and networks in Africa to maximise our impact, influence and income. The role represents our work in Africa as a member of the senior leadership team.

The Key Functions

- Strategic leadership and delivery
- Line management and country support
- Networking, representation and strategic partnerships
- Effective Send a Cow operations and delivery models
- Leading the transition of our work with local partners, social enterprise and use of modern technology
- Communicating Send a Cow's impact and learning
- Connecting Send a Cow's country teams with UK and USA offices
- Strategic, operational and financial risk management

Key Responsibilities

- Strategic: directly oversee the delivery of country strategies, business plans and KPIs. Support the delivery of overall Send a Cow Programme strategy in Africa
- Line management: directly line manage country directors, supporting their leadership growth and performance
- Operational: ensure that country teams have the systems, policies and tools to deliver effective programmes

- Partnership: overall responsibility for identifying, negotiating, and managing partners working closely with country teams
- Engagement: act as a Send a Cow ambassador in Africa, developing effective networks with regional organisations and increasing the country profile for fundraising and strategic cooperation in Africa
- Delivery models: ensure country teams achieve scale by delivering directly, through partners, and social enterprises and embedding technology
- Quality and impact: ensure greater quality and impact, and that Monitoring and Evaluation systems appropriately deliver timely information
- Cross team working: help ensure effective connections and collaborations between country teams and the UK and US offices
- Learning and collaboration: ensure learning and collaboration amongst country teams
- Safeguarding: work with the safeguarding officer to ensure effective measures to prevent, mitigate and respond to safeguarding
- Deputise for Director of International Operations where needed
- Senior management: member of the Senior Leadership Team and Programme Leadership Team
- Governance: liaise with country and Send a Cow boards

Person Specification

Education

Master's Degree in Development, Entrepreneurship, Economics, Agricultural Economics or similar

Experience

- Significant senior leadership with an international organization
- Strong experience leading country teams
- Significant people management skills
- Significant experience in strategy development and execution
- Significant experience in development and understanding of trends in Africa
- Significant experience in partner management
- Significant experience in networking, influencing donors and other stakeholders
- Good understanding of social entrepreneurship and social finance
- Strong experience in operational and financial management
- Good experience working with boards

Skills

- Strong personal and team performance skills
- Demonstrable ability to build and grow leaders
- Effective communicator
- Business skills and ability to apply in a non-profit setting
- Strong financial management skills
- Networking and presentation
- Building effective teams at national level

Personal Attributes

- Completer finisher
- Bold, decisive and collaborative
- Entrepreneurial
- Team player
- High personal integrity
- Commands respect of leaders
- Diplomatic
- Culturally sensitive and empathetic to Send a Cow's Christian identity
- Willing to travel across Africa and abroad up to 30%

Desirable

- Experience in organisational change management
- Experience in modern technology for development
- Social finance and impact investment

How to Apply

For an informal discussion about the role, please contact our recruitment partner, NGO Recruit.

Interested applicants are to submit the following by e-mail to nolu@ngorecruit.com quoting reference number NSA001:

- A CV (in Word or PDF format) of not more than two A4 pages and
- A one-pager outlining how your experience aligns with Send a Cow's mission and your suitability to lead Send a Cow to work more through local partners.

Application Deadline: 31 March 2021.

Interested applicants are encouraged to apply ASAP. We will only contact shortlisted candidates who will be required to undergo an assessment process and interviews.

Selection process and timescales

Due to the restrictions of COVID-19, the format and dates below may be subject to change. We will advise selected candidates of any changes.

Stage 1: 15 April 2021

The first stage of interviews will be held virtually. Selected candidates will also have an opportunity to interact with different teams in Send a Cow. There will be no formal task preparation required for the first stage.

Occupational Personality Questionnaire (OPQ)

Candidates taken forward from the first interview stage will be required to complete an occupational personality questionnaire, which is completed online. Personality questionnaires look at behavioural preferences, that is, how you like to work. They are about how you see yourself in terms of your personality and not concerned with your abilities. There are no rights or wrongs in behavioural style, although some behaviours may be more or less appropriate to certain situations.

Stage 2: 15 May 2021

The stage two interviews will be held face to face. The format will include a prepared presentation task.

Equal Opportunity

Send a Cow is an equal employment opportunity employer. We will consider all qualified applicants regardless of race, gender identity, religion or disability.

Accessibility

Please let us know if you have any special requirements, which we might need to consider in relation to

any aspect of the selection process, e.g. attending interview, completing the online exercise. Any requests will not affect your equal opportunity in the selection process.

If you have questions about the position, please email Dela Atubra via delat@ngorecruit.com. For more on our work and impact, visit sendacow.org and our social media page on [LinkedIn](#).