



Job Title	Regional Enterprise Development and Innovation Coordinator	Level	4
Contract Type	Permanent	Hours	40
Country / Area / Team	Based in Rwanda or Uganda	Days	5
Salary range	In line with organisational scale, depending on skills and experience		
Reporting to	Head of Thematic Support and Capacity Building		
Working with	Regional Farm Systems and Sustainability Coordinator; Regional Gender and Social Inclusion Coordinator; Country Directors and Programme and Partner Support Managers.		

JOB DESCRIPTION

Purpose of the role:

To help deliver SAC 10-year vision through enterprise development and promote appropriate innovation within our work. The purpose of the Regional Enterprise Development and Innovation Coordinator is to ensure that country teams and our partners have the capacity, confidence, and tools to design effective enterprise development programmes and to support innovation in our programmes.

The role provides technical support to the country programmes and works in partnership with the other two thematic areas: Farm Systems and Gender and Social Inclusion to ensure enterprise is fully embedded across the different projects. The role ensures high impact market and enterprise development programming such as assisting smallholder farmer groups in both on-farm and off-farm business development; value chain development; accessing innovative financial inclusion models and approaches among other enterprise development strategies.

The role requires excellent understanding and experience in market systems and improving the competitiveness of smallholder farming systems. Responsibilities also include setting strategies that enable farmers to respond to new and expanding market opportunities beyond subsistence consumption.

This role will lead in supporting the organisational thinking on social enterprises and to position our work more sustainably in promoting social enterprises at community and institutional level by exploring opportunities that exist for INGOs to engage in social enterprises both for revenue generation and in using business as a tool for poverty alleviation. Those business models with positive outcomes for both people and planet.

Scope of the Job

- 1. Overall lead on Enterprise led development, markets systems and innovation work**
 - Undertake enterprise technical support of country programmes/projects and partners
 - Support in development and roll out of frameworks and guidelines on enterprise, market systems and innovations work
 - Advise on market linkages and identification of lead firm for producers in the ongoing and new projects

- Support in carrying out market and value chain analysis studies intended to support project design and/or implementation of ongoing projects.
- Support the formation and strengthening of farmers organisations, associations, and cooperatives to improve economies of scale.
- Capacity building to strengthen structures and systems to enable efficiency and effective farmers organisations.
- Coordinates community of practice and oversees ED Trainer of Trainer programmes
- Works closely with SAC country teams as well as Regional Sustainable Farming System and Regional Gender and Social Inclusion Coordinators

2. Coordinates the setting up of social enterprises at both community and institutional level

- Scoping studies on appropriate social enterprises models and the niche for Send a Cow.
- Identification of potential local enterprises that can grow and become social enterprises
- Provision of technical tools and training guides on business training, business planning, financial modelling etc as part of streamlining operations of enterprises
- Advises Country Directors strategically on appropriate business models
- Works in collaboration with other organisations to test viability of starting social enterprises at institutional level.

3. Financial Inclusion

- Promote the formation and strengthening of savings groups (SGs)
- Supporting growth and harmonisation of Cluster Level Associations
- Develop frameworks and technical guides for financial inclusion programming
- Promote digital solutions for management of Savings Groups ‘beyond the savings box’
- Capacity development of savings groups and other related associations
- Support in the uptake of innovative solutions in the running and management of savings groups e.g., mobile money; online banking, digital apps etc

Duties

Area	Responsibilities
Strategy and leadership	<ul style="list-style-type: none"> ● Leads SAC Enterprise Development and Innovation at community and institutional level. ● Supports country directors outwork Enterprise Development and Innovations part of country strategies ● Coordinates technical support of Enterprise Development and Innovation response to all country teams. ● Line manages, and motivates the Regional Enterprise Development Officer ● Develops, and updates thematic support plan ● Directly supports the Social Enterprise Think Tank ● Coordinates external technical support within and outside Africa.

	<ul style="list-style-type: none"> • Develops an Africa Enterprise Development and Innovation strategic plan in keeping with SAC 10 year strategy.
<p>Direct support to 2 specific countries</p>	<ul style="list-style-type: none"> • Provides direct technical support to SAC country teams. • Builds the capacity of SAC field staff • Orients new staff on ED • Provides Enterprise Development and Innovation • Builds the capacity of country teams to design effective programmes
<p>Thematic capacity building, quality standards and learning</p>	<ul style="list-style-type: none"> • Ensures that SAC country programmes have the training materials, tools and resources to design and implement effective Enterprise Development and Innovation. • Supports country teams to strengthen enterprise development and innovation capacity building on the minimum viable structure. • Develops and implements an enterprise development and innovation Training of Trainers programme for country field teams. • Contributes to the development, documentation and roll out of relevant Enterprise development and Innovation training materials • Ensures learning and constant improvement across SAC country teams, and organises learning events. • Provides clear and documented quality standards for country teams and assesses quality standards. • Conducts periodic technical best practice reviews of a sample of our countries and programmes. • Ensures that relevant materials continue to be easily accessible to country teams including field staff • Organises technical best practice reviews in line with other Regional Thematic Coordinators • Reviews and develops SAC approach to modern ICT for development. • Champions SAC community social enterprise work. Advises country teams on social enterprises.

Supports fundraising efforts	<ul style="list-style-type: none"> • Reviews and inputs into design of SAC programmes and donor proposals • Responds to technical requests from SAC group • Supports networking with relevant agencies, authorities, research institutes, partner organizations, NGOs, government bodies. • Explores alternative models for funding social enterprises such as impact investments, accelerator support and funding
Influencing and networking	<ul style="list-style-type: none"> • Networks with relevant state and non-state actors on Enterprise Development and Innovation. • Keeps abreast and shares relevant policies and best practices across SAC country programmes.

Person Specification

Essential	<p>Education:</p> <ul style="list-style-type: none"> • Education – Masters Degree in Enterprise Development, Business Management, or another technical relevant discipline <p>Experience:</p> <ul style="list-style-type: none"> • Strong experience in technical support in Enterprise Development, market linkages or value chain development. • Strong experience in leading and supporting Enterprise Development in integrated community development context. • Experience in developing Cluster Level Associations from Self Help Groups to collectively plan planting, production, distribution and market distribution of produce Experience in enterprise and market analysis. • Strong experience supporting farmers and communities in agri-business • Strong understanding of the positives and negatives of micro-finance. • Experience in working with youth and young people in Enterprise Development. • Strong understanding of project design, proposal development and project review, as well as integrated development where enterprise grows on the collective strength of GSI and farm systems. • Experience donor proposal and reporting • Demonstrable experience working in East Africa • Experience participatory training methodologies
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	<ul style="list-style-type: none"> • Demonstrable experience in finding innovative ways to improving community development work. • Good understanding of best practices on Enterprise Development • Great grasp of policies related to Enterprise Development and market linkages in East Africa. <p>Skills</p> <ul style="list-style-type: none"> • Strong coordination skills • Enterprise Development, value chains development, market linkages skills • Excellent capacity building and training skills • Experience developing training materials • Strong skills in participatory methodologies • People management • Strong report writing skills • Remote management • Proficient in English <p>Personal Attributes</p> <ul style="list-style-type: none"> • Passionate about the role of markets in lifting communities out of poverty • Passionate about SAC Vision, Mission and Values • Empathy with SAC Christian roots • Results focused • Strong communication skills • Problem solving • Willingness to learn • Team player • Values driven and integrity • Commands respect of country leaders • Diplomatic • Culturally sensitive <p>Others</p> <ul style="list-style-type: none"> • Willing to travel across Africa up to 40%
Desirable	<ul style="list-style-type: none"> • Experience managing social enterprise. • Experience in modern ICT for development (such as use of mobile phones) • Swahili or any other local language in East Africa