

## WASAFIRI CONSULTING

### Team Leader & Portfolio Manager: Conflict and Extremism

## Terms of Reference

### WHO WE ARE

Wasafiri is a fast growing, values-led consultancy business, committed to delivering change in Africa. Established in 2010 by a small group of British, Zambian and Rwandan consultants, we are driven by the opportunity to contribute to the continent's future.

We work with companies, governments and communities operating in complex systems and markets to help deliver change across a range of key issues – including agricultural development, conflict and extremism, climate change and institutional development.

We specialise in facilitating and supporting multi-stakeholder processes, because we believe that no single person or organisation has the power, resources or ideas to drive change alone. Therefore to transform the political, economic or social systems that enable or constrain them, companies, governments, communities and other partners must act together.

We operate from bases in the UK, Rwanda and Kenya and are currently delivering work in over 10 countries, with clients from across the public and private sectors.

### WHO WE ARE LOOKING FOR

We are recruiting for a unique individual, someone who is able to serve as Wasafiri's lead for our emerging work in Conflict & Extremism with a primary responsibility as Team Leader for Wasafiri's Regional CVE Research Unit.

We are looking for someone excited to take a lead in growing our Conflict & Extremism portfolio; a proven track record of leadership and research related project management; someone with a strong commitment to delivering change in Africa; an enterprising spirit; an ability to build and execute a commercial strategy with outstanding people management skills.

#### **Essential Skills & Experience:**

As Team Leader for the Regional Research Unit:

- An outstanding record of delivering change in conflict, stabilisation or extremism related fields in Africa
- Understanding of political, security and economic context of the Horn of Africa
- A background in complex project design and management
- Experience in applied research, with the ability to manage a team of researchers based both centrally and distributed across the region
- Excellent team and people management skills
- Excellent communication and representation skills

As our Portfolio Manager for work on conflict and extremism:

- Values driven with a demonstrable commitment to Africa's growth
- An ability to develop Wasafiri's strategy and practice in Countering Violent Extremism; and other conflict-related work
- Strong commercial acumen and experience in business development, with a mandate to expand our portfolio of work on extremism and conflict
- Excited about growing a business through which to have a positive impact
- An entrepreneurial approach and desire to be in a start-up environment

**Role Requirements:**

- We anticipate a balance of 80% team leader and 20% portfolio manager
- The role is based full-time in Nairobi
- Travel across the region will be required (Estimated as around 20-30%)
- 12 month-fixed term with an option to extend pending performance review and contract continuation

## JOB DESCRIPTION

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**Team Leader – Regional Research Unit (80%)** – Wasafiri has the responsibility for developing a Regional Research Unit with a focus across the Horn of Africa. Its role will be to link practice with policy, learning from the delivery of CVE related interventions, combining this with strategic level research and analysis to inform wider CVE related policy and programming. In the role of Team Leader you will report to Wasafiri's Project Manager and be responsible for:

**Project & Research Design**

- Overseeing the design and execution of the strategy in support of the Research Unit's development and growth
- Overseeing the research agenda at both strategic/ regional level and the project/ local level

**Unit & Financial Management**

- Leading the design and management of the Unit's deliverables and work plan
- Managing staff resourcing
- Overseeing the financial management of the Unit
- Overseeing all risk management and response related aspects of the Unit

**Team Management**

- Designing the personnel requirements for the Unit
- Managing staff related issues

**Representation and Client Management**

- In conjunction with the Project Manager, overseeing day to day representation and reporting to the Unit's clients
- Representing the work of the Unit to external audiences

**Portfolio Manager – Conflict & Extremism (20%)** – Countering Violent Extremism is a vital emerging issue in the Horn of Africa. Wasafiri's work in this field will make an important contribution to policy making underpinning national and regional stability. As Portfolio Manager, and reporting to Wasafiri's Managing Director, you will be responsible for:

**Practice Development:**

- Building upon Wasafiri's proposition around delivering change in complex systems and markets, strengthening the organisation's understanding of applications to conflict and extremism related issues

**Portfolio Development:**

- Identifying and responding to opportunities to grow our portfolio of work in this area
- Managing and growing key client relationships

**Organisational development:**

- Supporting the growth and development of a young, values based organisation

## FURTHER INFORMATION

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### Compensation & Benefits

The position comes with an attractive compensation package based on skills and experience. Further details available for second round applicants.

### Recruitment Process

**Submission:** To apply for the post, please send your CV and covering letter to Wasafiri's Commercial & Operations Manager, Candida Crasto at [Candida@wasafiriconsulting.com](mailto:Candida@wasafiriconsulting.com). Please include references, although these will only be contacted with permission. Feel free to get in touch if you require more information about the role.

**Closing date for applications:** Monday 15 February, 2016. We will be reviewing applications as they arrive and will appoint once a suitable candidate is identified. Late applications may be considered.

**Interview process:** We anticipate several rounds of interviews, with the aspiration that the selected candidate will participate in Wasafiri's Annual Retreat at Diani, Kenya 7-9 March (at Wasafiri's expense), with the expectation of commencement as soon as possible.



**Africa:** Kigali City Tower, 14th Floor, Plot no. 6418, Avenue du Commerce, P.O.Box 6428, Kigali, Rwanda

**Europe:** The Dock, Wilbury Villas, Brighton, BN3 6AH, United Kingdom

**Telephone:** +44(0)1273 830335

**Email:** [enquiry@wasafiriconsulting.com](mailto:enquiry@wasafiriconsulting.com)

**Web:** [www.wasafiriconsulting.com](http://www.wasafiriconsulting.com)