Job Description

Systems Change Lead

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| SUMMARY OF THE ROLE  **Purpose:** To help Wasafiri scale our impact through the Wasafiri Institute - a platform through which we share public knowledge goods about how to create system change. The Institute demonstrates our commitment to serving an eco-system of change makers, serves as our platform to be thought leaders, educators, and storytellers about change, and provides a commercial channel to our consultancy services.  **Reporting To:** Kate Simpson, Director of the Institute  **Salary:** GBP 40,000 – 45,000 plus package - depending on experience. This will be a year-long position (with intention for renewal) with a 3-month trial period.  **Working Arrangements:** Flexible  **Location:** Flexible - We have offices in Nairobi, Kenya; Brighton, UK and Asheville, USA.  We are flexible on where the candidate is located. However, we require they live 2-3 hours from one of our offices.  **Travel:** Some travel when various travel restrictions ease. |

Introducing Wasafiri

We are a global consultancy, incubator and institute helping leaders and organisations to create system level change in the face of some of the world’s most complex problems. From our offices in Kenya, UK and the USA, we bring a well-established track record of helping our clients achieve impact at scale on the systems related to conflict and governance, extreme poverty, food insecurity, and environmental sustainability. Together, we’re helping build a more peaceful, equitable and sustainable world.

Wasafiri, means “travellers” in Swahili, and was inspired by the ethos that, “traveller, there is no path: we make the path as we walk together[[1]](#footnote-2).” This evokes the spirit of how we work; as trusted adviser, collaborator, partner and systems-change entrepreneur, seeking transformative action. Our clients come from across the Private, Government, Philanthropic and Non-Profit sectors and value us for our ability to bring a practical approach to creating system-level change, for our collaborative way of working, our operational excellence and professional approach.

As an organisation we draw on principles of self-management and human centric organisational design. We have a distributed leadership approach and an entrepreneurial culture that encourages participation in all aspects of Wasafiri’s strategic development.

Reasons to Love this Role

**Wasafiri is a trusted partner for complex problems:** Wasafiri is a global consultancy, incubator and institute helping leaders and organizations tackle some of the world’s most complex problems. From our offices in Kenya, UK and the USA, we bring a well-established track record of helping our clients achieve impact at scale on the systems related to conflict and governance, extreme poverty, food insecurity, and environmental sustainability. Together, we’re helping build a more peaceful, equitable and sustainable world.

**Wasafiri has a decade of transformative impact:** We work with respected institutions spanning the development, government and private sectors to drive change at scale. For instance, we’ve partnered with the World Economic Forum to unlock [inclusive private sector](https://www.wasafirihub.com/case-studies/millions-of-smallholders-reached-through-private-investment/) [investment](https://www.wasafirihub.com/case-studies/millions-of-smallholders-reached-through-private-investment/) across Africa, worked with Yara to incubate [the leading youth agripreneurship](https://www.wasafirihub.com/case-studies/generation-africa-grow-entrepreneurs-transform-food/) initiative on the continent, helped the UK’s National Grid devise it’s [Net Zero Carbon Strategy](https://www.wasafirihub.com/case-studies/systemcraft-labs-innovating-new-approaches-for-complex-problems/), worked with the Government of Kenya to design the country’s [first-ever poverty graduation policy](https://www.wasafirihub.com/wp-content/uploads/2021/03/Eradicating-Poverty-West-Pokot-Report.pdf), and partnered with FCDO to [counter the threat of violent extremism](https://www.wasafirihub.com/case-studies/new-approaches-for-preventing-violent-extremism-in-east-africa/) across East Africa.

**Wasafiri is a systems-change thought leader and incubator:** Our Institute harvests our learning from our work on the front lines. Our incubation advisory services help innovate and unlock new pathways to scalable impact. We’re constantly working with systems-change leaders, thinkers and practitioners to deepen our understanding of how to generate positive impact at scale. We’ve developed [Systemcraft](https://www.wasafirihub.com/systemcraft/) as a framework to help decision makers identify new entry points and opportunities for systems-change.

**Wasafiri practices a different way of doing business:** Our clients, partners, staff and consultants are all valued members of Wasafiri,. Together, we’re proud to have been honoured by B-Corporation as a ‘[Best for the World Company’](https://www.wasafirihub.com/wasafiri-honoured-as-best-for-the-world-2019-business/) for helping tackle deep problems such as poverty, insecurity and inequality. We’re also a committed member of the [UN Global Compact](https://www.unglobalcompact.org/), and are continuously exploring how to become a more adaptive and innovative [human-centred organisation](https://www.wasafirihub.com/wasafiris-experiences-with-self-organising-principles/).

About You

Essential - energy and approach

The energy and approach of the person we’re looking for is just as important as the skills and expertise they bring. Our ideal candidate will quickly grasp what the ‘Wasafiri spirit’ looks and feels like in practice and be able to help our culture grow and evolve. In particular, they will bring:

* **A hunger to be part of Wasafiri’s journey of systems-change:** Someone who brings energy and curiosity to our journey to learn more about how to make change happen in complex systems, and how to increase our impact on complex problems,
* **An eagerness to play their part in an entrepreneurial, collective team effort:** Someone who recognises that their success is bound up in the success of the wider team, who is brilliant to work with, who sees their contribution as part of a wider effort,
* **A proactive problem-solver:** Someone who is up for getting stuck in, who welcomes taking the initiative, and is proactive in spotting opportunities, resolving problems and making decisions.
* **Knows what it means to deliver with quality:** Someone with a keen eye for detail, who understands what quality looks like, and knows what it takes to deliver and operate with the highest of professional standards,
* **Happy working in a flexible informal environment:** You will enjoy getting to know the people you work with, will appreciate a flexible work environment for yourself and support others to work flexible too. You will be comfortable in an environment shaped by roles and responsibilities rather than hierarchy.

Essential - skills and experience

Your will have a professional background that will include leadership and management ideally within both a project and organisational context. You will know what it means to deliver to a high quality within in time and resources constraints.

**Consultancy experience:** Demonstrable experience of understanding, managing and delivering bounded client (internal or external) projects. Ideally for global and large-scale organisations

**Academic background:** At minimum a Master's degree in fields relating to international development, foreign relations, political science, public or business administration.

**Client experience:** Experience working within a project lead capacity with a cross sector variety of clients including international development donors, foundations and private sector.

**Sectoral / thematic background**: Familiarity and working knowledge of a range of the sectors and markets relevant to Wasafiri’s work (these could relate to areas such as conflict, governance, food security, inclusive growth, climate change, environmental sustainability)

**Communication skills:** Outstanding writing, analytical and communication skills with attention to quality and detail, ability to convey complex concepts clearly and concisely. Fluency in English is essential.

**Technology skills:** Must be able to demonstrate above-average skills and expertise in Microsoft Word, PowerPoint, Excel.

Core Responsibilities

SPECIFIC RESPONSIBILITIES OF THE ROLE:

**Evolve our systems-change practice (part of the Wasafiri Institute)**

We have a decade of experience creating imperfect change in the face of some of the world’s most complex problems; and we still have much to learn. We seek someone who will enable us to further develop our practice and understanding of ‘*how change happens’*, and ensure we continue to learn from the work we do and push the boundaries of how we do our work.

Key responsibilities will include:

Collect and collate existing internal knowledge and delivery practice on creating systems-based change

Build an internal knowledge hub for practice sharing

Develop learning products for internal and external audiences,

Work with the Institute Director to produce ‘public goods’ products to support other change-makers,

Building our culture and practice of learning about ‘*how change happens’*

**Lead client projects**

Working within the consultancy side of the organisation you will lead client projects. Clients maybe from the private, government or not for profit sectors and projects may range in topic, scope and duration- so flexibility is paramount. You will have great relationship building skills, an ability to quickly get under the skin of an organisation and their challenge, be confident managing consultants (including subject matter experts), comfortable working cross culturally, competent in the management of budgets and scopes of working and committed to doing work that has a real-world impact.

Key responsibilities will include:

Build long terms relationships with key partners and clients

Lead small consultant and staff teams

Conduct project scope, analysis and planning stages

Manage project budgets / timelines / deliverables

Produce high quality communication and other output products

GENERAL EXPECTIONS:

**Contributing to our team, culture and distinctive ways of working**

We’re a small organisation, with an agile, distributed way of working who value knowing one another. As such, it is important to be willing to build relationships across the organisation, help others out when needed, be curious about and seek to learn from others within Wasafiri. As a global team we aim to get together once a year (normally in Kenya) and then have regular online connection points. We seek someone keen to contribute to the culture and organisations beyond the bounds of the specific role.

**Helping identify and develop new strategic opportunities**

You will be at the forefront of some of the fastest growing areas of Wasafiri’s work. We will look for you to bring insight and ideas for ways we can further develop. This could include spotting commercial opportunities and pursuing these (with the support of colleagues); ensuring we continue to build our networks and visibility with new partners; contributing to shaping our strategy and workplan and other aspects of Wasafiri’s ongoing development.

Compensation and Benefits

Salary: Salary will be based on experience, in the range GBP 40,000-45,000 plus package - depending on experience.

Benefits: Our standard company-wide international health insurance plan, retirement benefits and communication stipend.

Paid Time Off: Employees get roughly 23 days of paid time off each year.

Further Information

How to Apply

1. Visit <https://www.wasafirihub.com/about-us/careers/> to download and complete a brief application form. Please note that we will not accept submissions without a completed application form.
2. Include a CV that is not longer than 3 pages.
3. Please submit the application form and CV to [opportunities@wasafirihub.com](mailto:opportunities@wasafirihub.com)

Application Deadline

1. Closing date: May 20, 2021 midnight GMT
2. Start date is flexible, with a preference for joining early.

Selection Process

1. We will review applications as they arrive. Due to the volume of applications, we are expecting, we will only be able to respond to candidates that make it to the interview stage.
2. Completion of satisfactory business references and background checks are essential conditions of employment.

Ensuring Equality of Access

Wasafiri values the unique skills and experiences each individual brings to the organisation and we are committed to creating and maintaining an inclusive and accessible environment for everyone.

**Queries**

If you have any queries on any aspect of the recruitment process, need additional information, or would like to have an informal discussion, please contact Kate Simpson by email to [opportunities@wasafirihub.com](mailto:opportunities@wasafirihub.com) in the first instance.

For more information and to sign up for Wasafiri’s newsletter please visit <https://www.wasafirihub.com/about-us/>

Follow the Wasafiri on [LinkedIn](https://www.linkedin.com/company/wasafiri-consulting/)

1. Adapted from the works of Antonio Machado in *Campos de Castilla*. See [here](https://medium.com/@elecasgui/travelers-there-is-no-path-paths-are-made-by-walking-bc9e011d9bb8) for more. [↑](#footnote-ref-2)