



ANALYST - WATER PROGRAMME

CANDIDATE PACK

Location: Nairobi



About Gatsby Africa

[Gatsby Africa](#) (GA) is a private foundation set up by Lord David Sainsbury, with a long history of engaging in East Africa across government, business and society. We are committed to building stronger inclusive economies in East Africa through the transformation of key sectors, working in partnership to catalyze and demonstrate sector transformation across the region.

This is our purpose, the reason we exist. We are strongly aligned to the region's aim for rapid economic growth that is ambitious in its scope and driven by sectors which are environmentally sustainable, can sustain growth and competitiveness in the long-term, whilst creating employment opportunities for large numbers of the population.

We currently operate across a diverse range of sectors across Kenya, Rwanda, Tanzania, and Uganda - Commercial Forestry, Aquaculture, Textiles & Apparel, Livestock, Agricultural Inputs, Water and Tea. Our portfolio puts us in a strong position to deliver meaningful levels of impact for millions of people in the region, and strengthens our ability to generate and share our learning with others.

Our Values

We have developed a set of core values that will be used to assess a candidate's fit with the organisation and provide the basis for the culture that we aspire to use in our operations. They are:

Ambitious

We are motivated by our impact and by fulfilling our potential

Collaborative

We are stronger together and achieve most when we empower others to succeed

Thoughtful

We thrive on new ideas, innovation and evidence

Dynamic

We rapidly adapt to new challenges, opportunities and learning

Honest

We are honest with ourselves and others, and this helps us to learn and improve

Caring

We put people first and we look out for each other

Role Overview

The primary purpose of this new role in our Water Programme is to support the research and analysis for the design of interventions under the programme component and to support its implementation, monitoring and reporting in consultation with the Deputy Director.

The Water Programme team intends to use evidence base to form strategic partnerships with other organisations to increase the reach, scale and impact of our work. The Analyst will be at the core of this team, with responsibilities ranging from designing surveys, analysis of sector growth opportunities, and packaging of evidence into thought leadership to support brokering of new partnerships.

Department: Water

Reports to: Programme Director

Direct reports: None

Location: Nairobi, Kenya with occasional national and international travel

Indicative salary: KES 3,267,838/- (Annual)

Key Responsibilities:

1) Support intervention design and implementation of the interventions

- Support delivery of high quality commercial, financial and broader economic analysis to support the design of interventions.
- Contribute to the development of intervention concept notes, supporting analysis of constraints and opportunities for investment in the water value chain.
- Support the Deputy Director in the preparation of business cases for viable investment opportunities in the sector.
- Conduct research and package evidence, combining data from multiple sources, to develop compelling written briefs and thought leadership to support engagement with partners.
- Support the Deputy Director to identify and manage effective partnerships to profile the investment opportunities to potential investors.
- Manage assigned technical activities/assignment to support programme implementation in consultation with the Deputy Director.

2) Monitoring, Research, Evaluation and Learning

- Support the development of results chains and monitoring, evaluation and learning plans.
- Using available reporting and planning tools, monitor specific interventions as per the intervention measurement plan.
- Support the Deputy Director to develop TORs for consultants for specific interventions work and support the engagement process as needed.
- Prepare accurate and timely reports and other sector documentation and communication that contribute to positioning and influencing strategies.
- Support preparation for key programme process including quarterly and annual Review, as required.

3) Support work and resource planning, budgeting and monitoring of the intervention

- Support development of detailed workplans, resource plans and budgets to input into the overall programme Annual Operating Plan.
- Periodically update the intervention level design and implementation documents to reflect ongoing learning and developments in the intervention, and that these are underpinned with necessary market, policy, stakeholder analysis.
- Monitor progress of the interventions to facilitate review and reflection on a regular basis and work with the MEL to evaluate progress towards the identified outputs and outcomes.
- In consultation with MEL, contribute to the programme level workplan tracking systems and quarterly/annual progress reports.

Person Specification:

Competencies

- Excellent technical understanding of financial and economic analysis and be adept at developing detailed financial and economic models for new business opportunities.
- Excellent research and analytical abilities required to identify and appraise strategic business challenges and opportunities.
- Private sector experience and understanding of business fundamentals and commercial analysis.
- Ability to work independently to troubleshoot, perform root cause analysis, identify and isolate technical issues
- Excellent written and verbal communication skills - able to communicate complex issues with clarity and structure, and to deliver documents to the highest level of professionalism.
- Strong interpersonal skills - able to work as a team member to coordinate analytical inputs across the team and with external consultants, and able to gain the trust and confidence of external stakeholders at all levels.

Personal attributes

- A clear and critical thinker, able to quickly identify the key issues to be addressed and to communicate this effectively orally and in written form
- Able to develop excellent team relationships with a wide range of people and organisations;
- Be able to work with minimal supervision, taking a high degree of personal responsibility for successful output with excellent attention to detail
- Able to work under pressure and manage time effectively.
- A change driver with inquisitiveness, imagination, anticipation, courage and client focus
- Positive, energetic self-starter with a high level of personal integrity

Qualifications, experience and expectations

- Business administration / economics /related bachelor's degree
- At least five years' relevant experience, ideally with a professional service and/or consultancy firm undertaking financial/economic analysis.
- Experience and understanding of working within the private sector is highly desirable.
- Fluency in Kiswahili and English (written and spoken) is essential.
- Advanced skills in Microsoft Word and Excel.
- Knowledge of the Water sector in Kenya and/or East Africa is desirable.

The role is only open to Kenya nationals or anyone with the right to live and work in Kenya.

How to apply:

If you meet the criteria outlined above and would like to apply for the role, please submit:

- an up-to-date Curriculum Vitae/Resume (of no more than 2-3 pages)
- a supporting statement

Your supporting statement should be no more than 2 pages long - bullet points are encouraged. It should explain why you are interested in this role and Gatsby Africa, and how your skills and experience make you a good fit - referring to the Person Specification in this pack.

Please click [here](#) to apply.

Closing date for applications: 6 October 2022

Diversity, equity and inclusion

Diversity, equity and inclusion are central to Gatsby Africa. We are committed to treating all employees and job applicants fairly, equally, and no less favourably than anyone else. We recognise, respect and value diversity and the benefits that difference can bring to our organisation.

Safeguarding

We are committed to protecting children and vulnerable adults from any harm when engaging with Gatsby Africa or its partners, and we expect all our staff to abide by our safeguarding policy.

Queries

If you encounter any problems with the application process, please contact recruitment@cedarafricagroup.com or call +254 20 240 033



**Gatsby
Africa**

www.gatsbyafrica.org.uk