

## **Company Overview**

The Pharo Foundation (hereafter "the Foundation") is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit social enterprises. The vision of The Foundation is an economically vibrant and inclusive Africa. The Mission is to achieve the vision by investing in the human and physical capital of Africa, with an emphasis on job creation.

Established in 2011, The Foundation has already carried out more than 30 projects primarily in Ethiopia, and Somaliland. The key themes for the philanthropic side of the Foundation are education, health, water and agriculture. One such example is a girls' boarding school in Western Ethiopia which will provide secondary education for 240 pupils and fully funded by the Foundation.

Meantime, the Foundation is starting a series of ambitious Social Enterprises which will provide services to their philanthropic ventures but also generate revenue by working with external customers, the ultimate aim being self-sustainability and job creation.

Headquartered in London, the Foundation also has an operational HQ in Nairobi and offices in Addis Ababa, Assosa and Hargeisa.

## **Position Summary**

This is an exciting opportunity to play a meaningful role at the top level in the growth of The Pharo Foundation and the pursuit of its goals.

The Chief Research and Evaluation Officer (CREO) has two distinct but related responsibilities: managing the Foundation's research department and running the all-important monitoring and evaluation department (M&E).

As head of the Foundation's research department, the CREO manages the team responsible for collecting, analysing and organising the large amount data that the Foundation gathers in the course of its program activities and also from outside sources. For example, before the launch of a project, our M&E team will conduct baseline surveys among our target communities to collect information about family structure, income, literacy, health, land ownership, crop variety, farming yields and other relevant socio-economic factors. The team may also conduct research on soil quality, weather patterns, the local economy and any other factor relevant to the design and calibration of the programme envisioned. These data will be recorded in the Foundation's database. Over time, this increasingly large trove of information will become invaluable in helping the Foundation design better programmes and in measuring progress towards our goals of creating jobs and helping build economically vibrant communities in Africa. It will also be very useful for any organisation engaged in developmental activities in Africa. We will make it freely accessible on our website.

As head of the Foundation's M&E department, the CREO manages the team responsible for evaluating all projects, from the conception to the execution to the post-completion phase. Their analyses are crucial to determine if a project proposed by the programme team will be implemented or if it will be shelved due to doubts about its social and economic returns. The M&E team will also be instrumental in assessing the

efficiency of the project execution. Finally, their post-completion monitoring work will help decide whether a similar project will be replicated by the Foundation elsewhere in the future.

Interpersonally you will be a confident individual who takes a dynamic, innovative and forward-thinking approach to their work, with strong work ethics. Critical will be your strong communication skills, both when working with C-level colleagues, as well as when remaining an approachable and accessible figure to your direct reports. Huge energy is also needed since you will travel to the countries of operation as well as build a large research team. Key facets to your success in the role include the ability to work autonomously, strong self-motivation and the maturity to remain accountable for results and possess a proven record of hiring and retaining talented and diverse administrative leadership, delegating appropriate work to them, and holding them accountable as well.

The three most important factors to the development of Africa are capital, talent and data. The Pharo Foundation is deeply committed to developing and deploying all three to create a positive and lasting impact on the continent. This is a truly unique opportunity to redefine the way data is collected and presented so as to encourage investment and growth.

Success in this role will be rewarded through a competitive package.

**Reporting to:**

- The Pharo Foundation CEO based in London, UK

**Functional Relationships:**

- C-Level colleagues

**Direct reports:**

- Research Department staff
- M&E lead

**Person Specification:**

- The ideal person should possess a PhD or post graduate qualification such as a Master's Degree.
- S/He must possess a minimum of fifteen (15) years professional experience in senior research roles; five (5) of these must have been in a senior management position.
- Prior experience of working across diverse sectors including both not-for profit and commercial organisations is a distinct advantage but as a minimum each candidate must be able to demonstrate collegial leadership in the research function.
- Very good experience of working effectively in Emerging Markets locations is required, preferably on the ground in Africa and ideally with experience in East Africa.

**Duties and Responsibilities:**

- To oversee the cultivation, development and management of all research activities of the Foundation;
- To oversee and coordinate the activities of the functions and staff of the Monitoring & Evaluation (M&E) team;
- To identify potential financial and operational problems related to research development, to undertake a detailed analysis of alternative courses of action and their implications, to address difficulties and problems in their execution, and to devise appropriate action plans and approaches;
- To proactively pursue and cultivate regional, national, and international research development that are consistent with the Foundation's mission, strategic plan, and research goals;
- To proactively pursue and cultivate the development and expansion of research-oriented activities with external clients and partners for the Monitoring & Evaluation (M&E) team;
- To develop and implement the strategic vision and related strategic plans for the development and funding of research, and for the upgrading and acquisition of research-related infrastructure and equipment in accordance with the Pharo Foundation strategic plan;
- To hire best-in class research staff and evaluate their performance, with the support of the Chief Operating Officer and the Head of HR;
- To establish and maintain effective staff recruitment, professional development, and personnel evaluation with the support of the Chief Operating Officer and the Head of HR;
- To develop and oversee the operating budgets of the research activities with the support of the Chief Operating Officer;
- To ensure that the intellectual property of the Pharo Foundation is appropriately cultivated and protected through relevant development of patents and copyrights if the case may be, with the support of the Chief Operating Officer;
- Generally, to work collaboratively with the CEO and COO to ensure that the research activities of the Pharo Foundation are closely coordinated with the budgetary, fiduciary, human resources, and operational elements of the Pharo Foundation;
- To work collaboratively with the CEO and COO to ensure that the financial, infrastructure and operational components of the research activities are developed and managed optimally;
- To perform related duties as may be assigned by the Chief Executive Officer.

**Technical Competencies:**

- Excellent Technical skills in data analysis and financial analysis, as well as statistics, economics, financial modelling.
- Excellent skill set using various analytical and creative tools for market analysis, insight generation and consumer research.
- Solid track record and experience in combining strategic vision with technical skills, analytical ability, good judgment, and a strong operational focus.
- Strategic expertise in a science or technology area.
- Expert knowledge of the new technology landscape – Big Data, AI, Advanced Analytics.
- Extensive experience leading large, complex scientific or technology research projects, including strategic and tactical planning and implementation, analysis, design and deployment.

- Solid experience working hands on with large data sets and developing insights that drive business strategy.
- Excellent knowledge of a range of database software.
- Solid experience in planning, budgeting, and directing research operations.

**Behavioural Competencies:**

- Clear thinking and detailed individual with solid pedigree and experience of working for significant organisations / on large projects.
- Superb research skills: track record of delivering quantitative and qualitative research which has helped inform the actions of decision makers.
- Excellent communication skills and strong presenter who can distil a large amount of complex information down to the salient points and then present them in a concise and compelling way.
- Problem solving, lateral and creative thinking skills: the ability to get results in unstructured environments, solid track-record of developing and implementing best practice policies and processes.
- Passionate individual driven to succeed and make a difference in a highly impactful organisation.
- Must possess high levels of integrity, resilience, humility, accountability, strong work ethics, commitment and determination.

**Additional Qualifications:**

- Experience directing the development and expansion of a research park.
- Extensive experience and publications as a researcher.

**Application Procedure**

**Deadline for applications is the 17<sup>th</sup> April 2020.**

Review of application packages will begin as soon as they are received and only **complete** application packages will be reviewed. In the event that an outstanding applicant is identified early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested candidates to apply at the earliest possible time. Due to the high volume of applications, we regret that we will only be able to contact short-listed candidates.

Please send the information listed below, as a single PDF file, to the following email address:

[recruiting@pharofoundation.org](mailto:recruiting@pharofoundation.org)

1. A detailed CV and Covering Letter
2. A 1,000-word essay on: 1. What experience you have gained you think makes you the most qualified candidate for the role?
3. A one-page list of five references with current addresses, phone numbers, and email contacts.