

GENERAL MANAGER – PHARO FARMS, ASSOSA, ETHIOPIA

COMPANY OVERVIEW

The Pharo Foundation (“the Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit Social Ventures. 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 as a UK based non-profit, 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. Social Ventures cover all sectors where the Foundation can make an impact financially, create jobs and add value in a sustainable manner.

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

As part of its development of Social Ventures, the Foundation has acquired 484 Ha of land in the Benishangul-Gumuz Region (“the BGRS Region”) of Ethiopia. The first phase of the development of the commercial Farm on this land is development of 100 Ha, with a view to develop the remainder over the next 2-3 years.

POSITION SUMMARY

The General Manager of the Pharo Farm in Assosa is a senior leadership role and based at the farm approximately 60km from Assosa in the BGRS Region of Ethiopia.

The incumbent will be tasked with overseeing all the commercial farm activities and will provide leadership in the operation of the farm, including the development of subsequent phases. In addition, the General Manager will be a seasoned and experienced farm manager with demonstrated expertise managing large commercial farms in similar environments. He / She is accountable for the oversight and management of all financial, operational and strategic aspects of the farm, while ensuring that excellent relations are retained with the community and stakeholders around the farm.

REPORTING TO:

- CEO of Social Enterprises in Nairobi with a dotted line reporting to the Pharo Foundation Country Representative in Ethiopia.

FUNCTIONAL RELATIONSHIPS:

- Finance and Admin Manager, Addis Ababa, Ethiopia
- Procurement Manager, Assosa, Ethiopia

EXTERNAL RELATIONSHIPS:

- Local authorities in the Benishangul-Gumuz Region.
- Community leaders around the farm.
- Suppliers and service providers.
- Government stakeholders.

DIRECT REPORTS:

- Finance Manager, Production Supervisor, Agronomist, Project Manager and HR & Admin Officer.

KEY DUTIES AND RESPONSIBILITIES

General

- Responsible for organising, directing, coordinating and controlling all the functions at the Pharo Farm in Assosa.
- Draw short, medium and long-term strategic and operational plans for the business and present to the CEO Social Ventures for review and approval.
- Responsible for the overall performance of the Farm. Present periodic strategic and operational reports.
- Provide overall leadership to the Farm team.
- Ensure the achievement of impact, financial and sustainability targets and objectives.

- Manage the external relationships with external parties and the immediate community.

Specific

- Provide overall leadership to the team and ensure alignment of overall objectives.
- Systematize, direct, manage and control all functions of the Pharo Farm. Draw short, medium and long term strategic and operational plans for the Farm and present for approval;
- Meet planned targets and performance standards; report on overall performance at periodic intervals or as and when required.
- Ensure that the Farm operates on an approved budget, monitor its implementation, and update the leadership accordingly.
- Represent the Farm in all dealings with third parties as well as with local and federal government;
- Ensure the security of the company's premises, assets and employees. Recruit, select, assign and manage employees for various approved positions on the Farm.
- Oversee and approve the employment, assignment and termination of employees of all categories to ensure adherence to business's policies and procedures.
- Ensure that the closure and audit of the book of accounts is timely. Review external audit reports, internal audit and inspection reports and act appropriately.
- Ensure the payment of commitments and collection of money due to the Farms.
- Authorise the purchase of movable and immovable assets after getting the requisite approvals.
- Ensure the protection of company assets; manage and approve insurance and other appropriate measures.
- Identify the key performance parameters for monitoring project performance and comparing it to targets.
- Follow-up, coordinate, and supervise project studies and implementation being undertaken by external consultants and contractors.
- Assess the current / future business development and its impact on the overall company performance.
- Perform risk assessment of the operations of the Farm and mitigate the risks to the operations.

KNOWLEDGE AND EXPERIENCE REQUIREMENTS:

- Master's degree in Business Administration, Management, Agriculture, economics or related field with more than 12 years' experience of which at least 8 years at senior managerial level OR Bachelor's degree with more than 15 years' experience, of which at least 10 years at managerial level.
- Knowledge of the agricultural sector and agribusiness is required.
- Strong leadership skills with the ability to manage a multiplicity of stakeholders. Proven ability to manage conflict and lead a diverse team.
- Exceptional project management capacity, coupled with good computer skills in using MS Office suite.
- Excellent communication and team-working skills, with the ability to build good relations, both internally and externally.
- Excellent spoken and written English.
- A self-starter, capable of working independently and with the ability to produce high quality results under pressure. Capable of rapid and quality turn around on a high workload and multiple tasks.
- Commitment to the capacity building of staff based on mutual respect and a collaborative approach.
- Ability and willingness to travel as required within Ethiopia.

BEHAVIOURAL COMPETENCIES

- Positive outlook and outgoing personality with solid interpersonal and diplomatic skills.
- Attention to detail and a flexible approach to work. High professional and ethical standards.
- Excellent communication skills, interpersonal skills, planning skill, organizing and coordinating skills
- Structured and process oriented. Excellent time-manager who can balance multiple priorities.
- Motivated to learn and perform and not afraid to ask questions.
- Willing to challenge status quo and add value by introducing positive change.
- Good communicator and comfortable to work in a team environment.

APPLICATION PROCEDURE

Review of *complete* applications will be on a rolling basis. In the event that we identify an outstanding 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: addisoffice@pharofoundation.org. Please indicate 'Application for General Manager' in the email subject line.

1. A detailed CV and Covering Letter,
2. A 1,000-word essay on both of these:
 - What experience have you gained that makes you think that you are the most qualified candidate for the role?
 - What major challenges do you envisage on a Farm and how will you resolve these using your experience?
3. A one-page list of five references with current addresses, phone numbers, and email contacts.