



Job Description

CEO - Social Ventures | Nairobi, Kenya

Big 5 Search Ltd

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Registered in England and Wales, No 11554288 | VAT Registration No: 304908218

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Company Overview

The Pharo Foundation ("Pharo") is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit social enterprises. The vision of Pharo 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, Pharo has already carried out more than 30 projects primarily in Ethiopia, and Somaliland and is now expanding across East Africa. 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 provides secondary education for 240 pupils and is fully funded by the Foundation.

Meantime, the Foundation has set up Kenya based Pharo Ventures, which is responsible for growing for-profit business throughout the region. Pharo Ventures has started a series of these ambitious Social Ventures, which will not only provide services to their philanthropic ventures but also generate revenue by working with external customers, the ultimate aim being self-sustainability and job creation. Some of the businesses being set-up or planned include several agri-businesses, a construction company, a research institute, and entities focused on water drilling, capital equipment leasing, microfinance, talent management and venture capital. These Social Ventures will all come under the Foundation banner and will scale over the coming years to become market-leading entities.

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

Position Summary

A fantastic opportunity has arisen for a new CEO of Social Ventures to join The Pharo Foundation in their Nairobi office and lead all the for-profit activities. The role holder will therefore be motivated by the opportunity to play a lead role in the success of multiple businesses in the region.

This is a unique opportunity for you to lead the Foundation's strategy for launching a diverse portfolio of social ventures. You will have the vision and judgement to decide which sectors to target having reviewed a variety of options from industrial companies to services businesses. Informing your decision will be the core values of the Foundation, which include creating long-term, sustainable employment in the region by building strong and viable Greenfield businesses.

Having previously led organisations as a CEO or MD you will use your operational leadership experience to structure the new social enterprises. This will include putting in place strong teams across all the key functions and creating best in class governance structures. Having led teams previously you will know how to get the best out of the business leaders in each social enterprise, all of whom will report to you and look to you for guidance and mentorship. Your previous corporate experience will not simply have been characterised by on-

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going management and P/L responsibility but also by continuous improvement and growth. You will be the type of executive who is always looking to enhance operations, increase revenue, grow teams and streamline processes. You will therefore be able to demonstrate that this proactive approach has had a clear impact on the profitability and reputation of the organisations you have led.

Comfortable in a dynamic environment you will be motivated by the chance to put your commercial skills to use in what is a highly impactful enterprise. Working across a range of sectors and geographies you will not be phased by diversity or change. Working closely with the C-level colleagues in Nairobi and reporting directly to the Board of Trustees and CEO of Pharo Foundation you will be comfortable with working in a small, high-performing boutique style environment.

As CEO of Social Ventures, you will be the face of the Foundation's for-profit activities. This will be a high-profile role since all the greenfield businesses you start will be Pharo branded entities under the Foundation's direct control. You will therefore embrace the role of advocate for the Foundation's mission and lead in the dialogue with Government, Regulators, Unions and other key counterparties.

Interpersonally you will be a confident individual who takes a dynamic, innovative and forward-thinking approach to their work. 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 spend approximately 50% of your time travelling to the countries of operation where you will build relationships with the culturally diverse management teams in situ. 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.

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

Reporting to:

- The Pharo Foundation CEO

Functional Relationships:

- C-Level colleagues

Direct reports:

- MDs within Pharo Ventures' portfolio companies
- Country Heads of Social Ventures
- Analyst

Person Specification:

- The ideal person should possess a postgraduate qualification (e.g. MBA) and/or membership of a professional association.
- S/He must possess a minimum of ten (10) years professional experience in roles with P/L responsibility; five (5) of these must have been in executive management roles.

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- Prior experience of working across diverse entities or subsidiaries is a distinct advantage but as a minimum each candidate must be able to demonstrate strong leadership in sizeable companies or divisions.
- Very good experience of working effectively in Emerging Markets locations is required, preferably on the ground in Africa and ideally with experience in the Horn of Africa.

Behavioral Competencies

- Strong and charismatic individual with solid pedigree and experience of working for and leading significant organisations.
- Superb management skills: able to manage and motivate a wide variety of employees from diverse backgrounds in a professional and compelling manner.
- Problem solving and creative thinking skills: the ability to get results in unstructured environments, solid record of accomplishment for growing businesses and implementing best practice policies and processes.
- Self-assured, internally motivated and passionate individual driven to succeed and make a difference.
- Must possess high levels of integrity, resilience, accountability, commitment and determination.

Timescales:

If you are interested in being considered this role, please send your CV to Big 5 Search:

James Adair, james.adair@big5search.com / +44 7552 709 513

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