

General Manager - Pharo Farm Somaliland

Company Overview

Pharo Ventures is the commercial, for-profit arm of The Pharo Foundation that has been set up to harness the power of a vibrant private sector by investing in Ventures across a variety of sectors within the Eastern Africa region. The objective is to build and grow, commercially and environmentally sustainable businesses, with a focus on maximising creation of economic value and jobs, for local communities.

Our vision is an economically vibrant and inclusive Africa, and our ambition is to create a portfolio of sustainable business ventures that by the end of 2025, will deliver more than five thousand direct jobs across the region. We believe we can achieve our vision and ambitions by investing in the human and physical capital of Africa. For each target country in the region, Pharo Ventures will innovatively build a portfolio of businesses that will be financially sustainable, eco-friendly while creating value for the local communities.

Headquartered in London, the organisation has an operational Head office in Kenya (Nairobi) with country offices in Ethiopia (Addis Ababa and Assosa), Somaliland (Hargeisa) and most recently Rwanda (Kigali) with further expansion plans in East Africa.

Position Summary

The General Manager of the Pharo Farm is a senior leadership role and will be based at the farm, which is approximately 30km from Hargeisa, Somaliland.

The General Manager will be a seasoned and experienced agricultural professional with demonstrated expertise in managing large commercial farms in similar environments. He / She will be tasked with overseeing all the commercial activities on the farm by providing day-to-day leadership in running the operations of the farm, being accountable for all financial, operational and strategic aspects while ensuring that excellent relations are retained with the community and stakeholders during the development of subsequent development phases.

Role: Farm General Manager

Reporting to: CEO of Pharo Ventures (Nairobi) and Head of Pharo Ventures (Hargeisa).

Functional Relationships: Pharo Ventures Somaliland Team and Investment Analyst, Nairobi.

Direct Reports: Finance Manager, Agronomists, Marketing and HR Administration Officer.

Key Duties and Responsibilities

1. Strategy

- Draw short, medium and long-term strategic and operational plans for the farm and seek for internal approvals with relevant stakeholders.
- Provide overall leadership to the team and ensure alignment of overall objectives.
- Systematise, direct manage and control all functions of the farm.

2. Operations Management

- Responsible for organising, directing, coordinating and controlling all the functions of the farm.
- Meet planned targets and performance standards; report on overall performance at periodic intervals or as and when required.
- Identify the key farm performance parameters for monitoring project performance and comparing it to targets.
- Assess the current / future development of the farm and its impact on the overall Pharo Ventures performance.
- Perform periodic risk assessments of the farm and mitigate any risks to operations.
- Any other duties as and when required.

3. Finance

- Ensure that the farm operates on an approved budget, monitor its implementation, and update all stakeholders.
- 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 farm.
- Authorise purchase of movable and immovable assets after receiving the requisite approvals.
- Ensure the protection of company assets; manage and approve insurance and other appropriate regulatory payments.

4. Human Resources Development and Management

- Ensure the security of farm employees by adhering to all required Health and Safety requirements
- Recruit, select, assign and manage employees for various approved positions on the farm.
- Oversee and approve the continuous training plans for farm employees.
- Ensure that all employees are inducted in a timely manner and adhere to the farm's policies and procedures.

5. Stakeholder Relationships

- Manage the external relationships with external parties and the surrounding community.
- Represent the farm in all dealings with third parties as well as with local and federal government.
- Follow-up, coordinate, and supervise project studies and implementation being undertaken by external consultants and contractors.

Qualification Requirements

- Master's degree in Business Administration, Management, Agriculture, Economics or a related field.
- S/he must possess a minimum of ten (10) years' experience of which at least six (6) years' are at a senior managerial level or a minimum of twelve (12) years' experience, of which at least seven (7) years' are at a managerial level with a Bachelor's degree.
- Knowledge of the agricultural sector and agribusiness is required.
- Strong leadership skills with the ability to manage a multiplicity of stakeholders.
- Outstanding 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.

- Exceptional spoken and written English.
- A self-starter, capable of working independently and with the ability to produce high quality results under pressure. Capable of a rapid and good quality turnaround of 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 Somaliland.

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.
- 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 the status quo and add value by introducing positive change.
- Dedicated team player with demonstrable experience in setting up good governance and process at scale.

Application Procedure

Review of applications will begin as soon as they are received, and only **complete** applications will be considered. 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.

Interested candidates, who meet the above requirements, should submit their application through email to applications.SL@pharoverventures.com using the subject line "**Pharo Farm General Manager.**"

Requirement

1. A detailed CV and Cover Letter
2. An essay of no more than 1,000 words outlining:
 - ✦ The leadership experience you have gained that makes you the most qualified candidate for the role.
 - ✦ What is your plan and/or experience in setting up large and highly productive commercial farms? Please provide an example from your experience, if any.
3. A list of a minimum of five references with current email address and phone number.
4. State on your application where you saw the advert for this position.