

CHIEF HUMAN RESOURCES OFFICER – BASED IN NAIROBI, KENYA

COMPANY OVERVIEW:

Pharo Ventures is the commercial, for-profit arm of The Pharo Foundation that was set up to harness the power of a vibrant private sector by investing in enterprises across a variety of sectors within the East 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 the local communities.

We have a vision of an economically vibrant and inclusive Africa. Matching that vision is our ambition 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 that 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, create value for the local communities whilst being environmentally responsible.

Headquartered in Nairobi, Kenya, Pharo Ventures East Africa has offices in Ethiopia (Addis Ababa) and Somaliland (Hargeisa).

POSITION SUMMARY:

An opportunity has arisen for a Chief Human Resources Officer (CHRO) to join Pharo Ventures Kenya. The role holder will report to the CEO, Pharo Ventures East Africa and will play a key role in the success of scaling multiple businesses within the region, partnering with the Pharo Ventures regional HR teams in defining and implementing a robust human capital strategy across a diverse portfolio of for-profit ventures.

With Pharo Ventures ambition to become the largest private sector employer in Eastern Africa, it will be essential for the role holder to be able to strategically define and lead the organisation's approach to employee engagement and culture building whilst developing appropriate employee value propositions across the countries.

This position will require the role holder to understand the objectives and goals of each operating entity and to collaborate with the local HR teams in developing human capital strategies that align with these objectives. S/he should therefore be capable of being a mentor, coach to the HR Managers in each country, and support them to implement best practice HR policies and procedures.

The challenge will be to ensure a uniformity of excellence in the HR function across East Africa whilst accounting for diverse operating environments and will therefore require a sensitive and tailored approach since the entities vary widely in terms of sector, culture and geography.

We therefore seek a dynamic self-starter who is committed to our values, passionate about nurturing a thriving work environment, and is fired up about developing individual and collective talent.

DIRECT REPORTS:

- Pharo Ventures HR Managers

FUNCTIONAL RELATIONSHIPS:

- Heads of Pharo Ventures
- The Pharo Foundation HR teams (Kenya, UK, Ethiopia and Somaliland)
- The Pharo Foundation Communications teams.

KEY DUTIES AND RESPONSIBILITIES:

1. Strategy

- Develop and implement a comprehensive talent strategy that brings a strong diversity and inclusion approach to recruiting, developing, motivating, and retaining staff across Pharo Ventures East Africa.
- Support and motivate the team by balancing HR operational details of processes and at the same time providing strategic problem-solving support.
- Execute the people strategy across multiple countries with fast growing teams across East Africa.

2. Recruitment

- Enable processes to be in place to ensure new employees are a culture fit and fully understand the organisation's goals.
- Support the development and execution of the recruitment and on boarding strategy, from candidate identification, through interview processes and on boarding into Pharo Ventures.
- Manage the recruitment process to ensure the organisation continues to hire top talent who are exceptional and excellent stewards of our culture as well as team contributors.

3. Culture Building

- Champion a workplace that emphasises inclusion and collaboration, developing new culture building initiatives through their ideation, planning, and execution phases alongside the country HR teams.
- Ensure the overall alignment of Pharo Ventures initiatives with The Pharo Foundation culture and values through close collaboration with the Foundation HR team.
- Work with the leadership team to reinforce and maintain a positive and performance-driven culture.
- Drive performance management process with transparent KPIs across the organisation.
- Provide leadership on people related issues and employee engagement across Pharo Ventures East Africa.

4. Organisational Development

- Collaborate with leadership and management teams to ensure organisational growth and strategic priorities are anticipated, identified and appropriately staffed to deliver success for Pharo Ventures East Africa.
- Be a bridge between the leadership and employees, communicating key organisational, staffing and culture building related initiatives and decisions.
- Support HR Managers in the setting up of the appropriate matrix structures, including working with legal partners to ensure that the organisation is taking a compliant approach to organisational design principals and policies.

5. Learning and Development:

- Identify training needs of the team and design and support roll-out of leadership and technical skills development trainings in a variety of different forms (workshops, online trainings and in-person events)
- Strengthening capabilities of team through training and coaching initiatives.
- Lead and strengthen continuous employee personal development initiatives providing input in annual training plans.

6. Retention:

- Develop and lead a comprehensive retention strategy that includes a specific focus on country nuances and market practise.
- Provide strategic guidance on market trends and how to build compelling employee retention programmes.
- With support from the finance team, oversee employee benefits in each country, ensuring equity across locations and making sure these are always up to date and understood by employees.

KNOWLEDGE AND EXPERIENCE REQUIREMENTS:

- Bachelor's degree in Human Resources Management. A postgraduate HR qualification and/or membership of a professional HR association is necessary. A relevant advanced degree is strongly preferred.
- At least 12 years' relevant professional experience, of which at least 10 years are at senior managerial level.
- Significant private sector experience with multinational organisations is required, with additional social venture set-up experience preferred.
- A clear demonstration of strong HR leadership in fast growing organizations is necessary, coupled with a clear understanding of HR systems and analytics.
- Deep understanding of labour laws, standards and legal requirements across East Africa.
- Must possess high levels of integrity, resilience, accountability, commitment and determination.

- Strong and charismatic HR professional with solid experience of setting up HR centers of excellence within an organisation.
- Ability and willingness to travel regularly as required within the East Africa region.

BEHAVIOURAL COMPETENCIES:

- Exceptional communication skills with strong intuition to connect and positively influence others.
- Skilled problem solver and a strategic thinker with proven examples of diagnosing organisational HR dynamics, generating cohesive understanding and buy-in, designing and leading effective interventions that create a productive, healthy and high performing team culture and experience.
- Managed diverse teams and can point to concrete examples where team members thrived under management and guidance. Exhibit exceptional cultural awareness and competency to move and connect seamlessly across regions, backgrounds, seniority and operating contexts.
- Experience working across East Africa; as well as other international markets is strongly desired.
- Knowledge of local employment laws and regulations is a plus.
- Willingness to challenge the way things are done, and perform operational roles from time to time, as well as the ability to thrive in a dynamic environment.

APPLICATION PROCEDURE

Review of applications will be on a rolling basis. In the event that we identify an outstanding applicant 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 expected, we regret that we will only be able to contact short-listed candidates.

To apply, please send the information below as a single PDF file to the following email address:
David Pinney, Consultant at David.pinney@big5search.com

1. A detailed CV and Cover Letter
2. A 1,000-word essay on:
 - ✦ What HR leadership experience have you gained that makes you the most qualified candidate for the role?
 - ✦ What challenges do you foresee/anticipate in building best in class HR systems and process in a fast scaling entrepreneurial organisation? What steps will you take to successfully resolve these?
3. A one-page list of five references with current addresses, phone numbers, and email contacts.