



Job Opportunity - Program Manager - Seas of Change Kenya

Job Title: Program Manager Seas of Change Kenya
New or Refill: New
Core position: **Yes** **No**
Reports to: Sector Leader, Agrifood systems
Supervision: Employees Yes No | Volunteers Yes No
Location: Kenya, Eldoret

Why choose SNV

SNV the Netherlands Development Organization is a global development partner working in more than 25 countries in Asia and Africa. In Kenya, SNV has been working for more than 57 years to improve people's livelihoods by strengthening the capacities of public and private sector organizations and catalyzing partnerships. It does so by helping to realize the national development goals in three sectors: Agri-Food; Renewable Energy; and Water. SNV supports development in these sectors by working with the government, civil society, and private sector organizations. SNV Kenya will be implementing a five year, Seas of Change Kenya program (SoC Program), which builds on the success of REALMS, a regenerative agriculture program. The SoC program will take a Nexus approach, incorporating regenerative agriculture with the Productive Use of Renewable Energy (PURE). The program will take a multifaceted approach, targeting farmer groups, coalesced in farmer field business schools (FFBS) as a central point for capacity building and fostering market connection, working in a system transformation approach.

Overview of the assignment

Stagnating poverty, unpredictable shocks, due to climate change, ecological degradation, rising social inequalities, declining food security and challenges in achieving the required just energy transition will continue to be an issue in the coming decades, negatively impacting incomes, livelihoods, and productivity. Energy is a critical element of any agri-food system; it is largely driven by fossil fuels and the large, centralised machinery it powers is often inefficient and inappropriate to the needs of small food producers. Despite the intricate linkages between the two sectors, solutions are largely siloed, short-term in nature, and lessons are not shared. The result is further inefficiencies and outcomes that can even prove to be counter-productive in the broader ecosystem. It is imperative to re-think the linkages between agri-food and energy systems to alleviate the pressures on socio-economic conditions and natural resources that perpetuate poverty. Traditional, extractive, energy-intensive, centralised models around the supply, consumption, and disposal of food and energy need to be challenged. SNV believes an approach is required that can bridge the gap between these sectors, break silos and shape solutions that work with and for the targeted ecosystem actors.

The Seas of Change Kenya programme is envisioned as a 10-year programme in two implementation phases that will work at the nexus of the regenerative agriculture (RA) and productive use of renewable energy (PURE) areas. The programme will apply an innovative hybrid implementation model where it leverages existing initiatives and expertise within the ecosystem and connects actors to facilitate processes and encourage synergies. The programme is therefore not a traditional development programme that focuses purely on on-the-ground implementation by SNV and a select consortium of partners. Instead, the programme will seek to identify and work with partners already operating within the RA and/or PURE space and empower them to work within the nexus space. SNV's role is therefore

better described as one that convenes (bringing actors together), catalyses (catalyses multi-sector and multi-actor partnerships for action-oriented collaboration), capacitates (strengthening local organisations in the RA-PURE ecosystem), and co-creates (with partners based on their aspirations). The Seas of Change Kenya programme falls under the Strategic Partnership umbrella programme. The Strategic Partnership programme will provide strategic steering and support to the RA-PURE nexus portfolio (in and beyond SNV), with dedicated programmes towards advancing the RA-PURE nexus in Ethiopia, Kenya, Rwanda and Uganda. The Strategic Partnership programme team will work with in-country programme teams to build a movement around the RA-PURE nexus, helping to connect (cross-country) programmes and initiatives to exchange knowledge and learnings, build on existing networks, and drive investment initiatives at a global level.

Job Description

The Seas of Change Kenya Programme Manager is a strategic thinker and highly skilled in shaping and managing collaborative processes to address complex issues, as part of an SNV Kenya Country Office with oversight of program activities in Bungoma, Uasin Gishu, Kakamega, Nakuru, Kericho, Nandi and Busia Counties, reporting to the Sector Leader, Agrifood systems. The position will be based in Eldoret. This position leads the Seas of Change Kenya programme in a manner that builds collaboration and drives action towards advancing the RA-PURE nexus agenda. The Program Manager will provide overall leadership and management for the Seas of Change Kenya including leading the planning, management, implementation, monitoring and evaluation and ensuring the quality of programs, implementation, partnership management the donor reporting, and field level management is of the highest standards. The person will embrace and stimulate systems thinking in the programme team and partners, strengthening system actors' capacities, and working with and through partners to achieve the programme's broader strategic objectives. The Program Manager will ensure that learnings are generated, and advocacy activities are well aligned with learnings and that supported small businesses have the tools they need to scale up work in the regenerative agriculture space. To ensure that the Programme Manager has the time and headspace to work towards the programme's larger strategic and systems transformation objectives, the person will be supported by three staff to facilitate (1) learning, (2) leverage and (3) linkages within the program.

The Program Manager works in line with SNV standards, SNV's approach to program management and donor regulations, in order to achieve high quality and achieve the agreed results and deliverables of the program.

The Programme Manager responsibilities are therefore divided along two categories:

(1) Partnership management and the application of a systems transformation lens, namely:

- Leading the development and maintenance of strong partnerships and collaborations with ecosystem actors within the RA-PURE nexus.
- Proactively lead and adapt the programme to make use of trends and opportunities, and work around challenges in the context as it develops.
- Steering the team and partners, including the donor, to apply key transformative approaches and principles of the programme.
- Maintaining close ties with the SoC Strategic Partnership team to ensure programme objectives and activities are aligned.

(2) Programme management responsibilities regarding overall management of the programme, including:

- Technical oversight and guidance of programme activities.
- Supervising the efficient management of financial resources.
- Review and approval of programme budgets and monitoring expenditures.
- Supervision of field operations, administration, logistics and procurement.
- Supervision of the programme's monitoring and evaluation.
- Ensuring quality control and timeliness of all deliverables as required by the donor.
- Ensuring full compliance with all donor and other fiduciary regulations.
- Oversee programme reporting process in line with donor requirements.

- Oversee the performance management of all programme staff working exclusively on his/her programme.

Key Responsibilities

(1) Strategic oversight:

- *Programme Strategy:* Coordinate technical advice from partner and programme experts and provide strategic direction and guidance to the programme and its partners at regional, national and sub-national level.
- *Innovation, nexus thinking and systems transformation lens:* Foster an environment in which innovation, empowering others, and working politically and holistically are highly valued.
- *Networking and Relation Management:* build and maintain relationships with programme stakeholders, including ministries, local government authorities, private sector, civil society and partners.
- *Knowledge development:* fostering an environment of critical reflection and learning, leading to knowledge development, documentation of learnings and active exchange on what does (not) work. This happens in close collaboration with the Strategic Partnership Knowledge & Learning Advisor, partners, and the donor.
- *Monitoring and Evaluation:* ensure high quality M&E data is being used within the programme to steer programme strategies, stimulate the application of innovative M&E approaches that enable the programme to gain insights into relevant trends, opportunities and challenges in the context, as well as understand how the programme is contributing to (potential) changes in system dynamics; work closely with the senior MEL Lead and the MEL officer, as well as the Strategic Partnership MEL Advisor; account and report to SNV, donor, and clients on programme performance via the Strategic Partnership Programme.

(2) Operational oversight:

- *Human and Financial Resources:* Provide steering to the Associate Operations Manager to ensure efficient management of human and financial resources; ensure effective coordination of programme activities with programme teams.
- *Operational Support:* With the Associate Operations Manager, provide operational guidance and support to programme activities, including developing work plans, budgets, and a competency table within financial responsibilities and mandates.

Minimum requirements:

- (1) Bachelor's degree in agriculture, Animal production, Rural Development, Program Planning and Management, Agribusiness, Environmental Sciences and other relevant qualification.
- (2) Ten (10) years relevant experience in Program management, extension and community development work.
- (3) Experience in managing regenerative agriculture, Productive Use of Renewable Energy and/or MSME business development will be desirable.

Preferred Requirements:

- Master's degree in a relevant field.
- Minimum of eight (8) years of progressively responsible work experience¹ in managing and implementing multi-faceted, donor-funded development programmes (i.e., experience that demonstrates growth and/or advancement in complexity, difficulty, or level of responsibility).
- Relevant work experience, background and domain understanding of renewable energy and/or agricultural value chains.
- Experience in connecting conceptual approaches and narratives with on the ground realities.
- Visionary and able to strategically inspire and energise programme teams.
- Demonstratable experience in ability to take risks, fail forward, and think on one's feet (agile management) while maintaining an eye on the bigger picture.

¹ i.e. experience that demonstrates growth and/or advancement in complexity, difficulty, or level of responsibility.

- Places strong value on critical reflection and learning, and the role that data plays in adaptive management.
- Excellent social, networking and facilitation skills, ability to engage with the private sector, civil society and governments.
- Experience working in East Africa, preferably in Kenya. A deep understanding of the local context, cultural nuances, and development challenges would be a plus.
- Excellent communication in English (written and oral), reporting and presentation skills.
- Willingness to travel to all programme locations in Kenya.

Duty station: Eldoret, Kenya

Travel: In-country and international travel required, estimated at 40% of time annually

Expected start date: 1 January 2025

Contract duration: 2 years with the possibility of extension

Eligibility: Position is open to national and international applicants. SNV is committed to equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all. We encourage all candidates that meet the qualifications to apply, irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender reassignment, sex, or sexual orientation.

Essential Job Functions and Physical Demands:

Managing Performance: Ability to plan and design practices, processes and procedures that allow for effective management of people, resources and processes to optimize overall organizational performance. Managing for performance includes the ability to delegate and encourage growth and leadership across the team(s) as part of maximizing performance and productivity.

Strategic Thinking: Applies organizational knowledge to identify and maintain focus on key success factors for SNV while recognizing, anticipating and resolving organizational challenges. Ability to develop organization- and industry-specific expertise and apply sound decision-making processes to reach productive resolutions that translates strategy into actionable business plans.

Effective Communication (Oral & Written): Understands effective communication concepts, tools and techniques; ability to effectively transmit, explain complex technical concepts in simple, clear language appropriate to the audience; and receive, and accurately interpret ideas, information, and needs through the application of appropriate communication behaviours

Risk Management: Knowledge of processes, tools and techniques for assessing and controlling the organization's exposure to risks of various kinds; ability to apply this knowledge appropriately to diverse situations.

Innovation: Develops new, better or significantly different ideas, methods, solutions or initiatives within assigned role that result in improvement of SNV' s performance and meeting objectives, results and global commitments.

Accountability: Holds self and others accountable for all work activities, research and personal actions and decisions; follows through on commitments and focuses on those activities that have the greatest impact on meeting measurable high-quality results for SNV' s success. Exercises ethical practices, respectful words and behaviours, and equitable treatment of others in all activities.

How To Apply

The application file containing the following documents should be consolidated in one PDF file & submitted to the Country Director via our recruitment portal - via Smart Recruiters at <https://smrtr.io/nXjzW>, no later than 3rd January 2025.

The application file includes Motivation letter, updated CV which has 3 professional references, including current and previous direct supervisors with their full names, phone number and email address.

Shortlisting

Shortlisting and interviews will be done on a rolling basis until the position is filled. Therefore, qualified and interested candidates are highly recommended to submit their applications as soon as they can. Only applicants fulfilling the above requirements will be contacted. If you do not hear from us within one month from the submission date of your application, consider your application unsuccessful.

Working at SNV

SNV is a great place to work and prides itself on its comprehensive benefits package. We offer competitive salaries and a dynamic inclusive work environment.

SNV is proud to be an **equal opportunity employer**. All qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law, and requires affirmative action to ensure equality of opportunity in all aspects of employment. This is also to include inquiry about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

SNV offers a challenging work environment, opportunities to lead and innovate, and a commitment to growing your skills in a fulfilling and diverse working environment. Our staff benefit from, and contribute to, an internal and global network of experts. For more information on SNV, please refer to our website: www.snv.org

Vetting

SNV carries out rigorous background and reference checks concerning possible safeguarding incidents for all candidates applying for International determined positions. As SNV participates in the Inter-Agency Misconduct Disclosure Scheme, all reference checks include a request to past employers to fill in a questionnaire regarding Misconduct (sexual exploitation, sexual abuse, or sexual harassment), the "[Statement of Conduct](#)". This Statement of Conduct adopts the definitions used in the Scheme.

Data Protection assurance

SNV will not retain your Personal Data for longer than is allowed by law or is necessary for the Purposes.

If you are selected and offered employment, the Personal Data you have provided will be used by SNV for the purpose of human resource management and administration. If you are unsuccessful on this occasion to secure employment with SNV, SNV will retain your Personal Data for one (1) year for the purpose of considering you for other suitable positions as and when they arise. If you do not wish to be considered for other suitable positions by SNV, please indicate accordingly in the acknowledgment section.