



## OUR CLIENT

Our client is a social enterprise established over a decade ago with the mission of providing financing, training and market opportunities for small scale and rural farmers in Africa via a market based model. The organization fulfills its mission by providing asset financing through loans, market facilitation, distribution of farm inputs and training to its clientele base. Its operating model enhances the organization's ability to remain financially sustainable and expand its reach annually.

## BACKGROUND

Our client is growing at a fast pace and are proud to soon represent Africa's largest network of small scale farmers. By 2020, they will serve at least 1 million farm families - with more than 5 million people living in those families. And the farmers our client serves will produce enough surplus food to feed another 5 million of their neighbors.

## ROLE PROFILE

The organization is looking for a key individual to be the central hub interfacing between purchasers, field units, logistics teams, finance, and accounting. This individual will start by developing a team of 2 direct reports and will be the lead coordinator for a couple dozen people across the organization. In this role, you will be asked to drive supply chain efficiency, eliminate waste across the value chain, and reduce supply risk across 8 countries by setting a high bar for forecast accuracy, data integrity, and effective communication. The organization will be asking you to play a key role optimizing \$40M in annual spend while preparing their operations for scale to ultimately deliver high quality live improving goods at the feet of the 500,000 smallholder farmers they serve.

**Note: The ideal profile is not a typical Supply Chain professional but an individual with strong quantitative / analytical skills & preferably an engineering or consulting background.**

<b>Job Title</b>	Supply Chains Operations Associate/Manager
<b>Location</b>	Nairobi, Kenya
<b>Required</b>	Minimum 3-year commitment, Full-time position
<b>Language</b>	English required, French and Swahili preferred.

## RESPONSIBILITIES

We are seeking exceptional professionals with experience in and a passion for procurement and supply chain. Experience in an entrepreneurial environment is a plus.

Candidates that meet the following criteria are strongly encouraged to apply:

- Be the key coordinator between procurement staff and over 2 dozen internal customers across 6 core countries and 2 pilot programs.
- Collaborate with country leadership and logistics teams to maximize end-to-end supply chain efficiency, eliminate waste from the value chain, and save costs.
- Leverage forecasting and inventory planning tools to generate and maintain 12-month rolling demand forecast and purchasing plan with target seasonal stock levels and payment timing.
- Join forces with the Financial Advisory team to implement an effective pricing model across country programs.



- Generate guidelines for clients to manage order and forecast process as well as how to handle excess inventory and stock outs.
- Develop sophisticated data analyses to drive order forecasting and pricing decisions, improve supply chain efficiency, and drive operational scalability.
- Extract and analyses system data using SAP Business One, Power BI, and excel to identify and recommend improvements to supply chain metrics and performance standards.
- Use data analytics to drive on-time deliveries and deliver world class customer service to our clients.
- Set the standard for high quality inventory data management across the organization.
- Develop organizational Key Performance Indicators and targets for data management, forecasting, and order timeliness.
- Aggregate and report on supply chain KPIs quarterly to organizational leadership.
- Use reporting tools to drive behaviour change within supply chain and across the organization with monthly purchasing, inventory movement, and forecast accuracy reports.
- Mentor supply chain staff to build leadership and project management skills.
- Set ambitious goals for your direct reports and support their achievements.
- Identifying strong talent pools for recruiting high quality supply chain staff.
- Become familiar with the organization's teams and structures to ensure your team is effectively supporting their internal clients including Finance and Logistics.
- Build outstanding communication channels to deliver overall process transparency to your internal clients.

### **CAREER PROSPECTS**

The organization invests in building management and leadership skills. Your manager will invest significant time in your career development. They will provide you with constant, actionable feedback delivered through mentorship and regular management consulting-style career reviews. They also have regular one-on-one meetings, where they listen to and discuss career goals, and work collaboratively to craft roles that each person can be passionate about. Because of its rapid growth, the organization constantly have new high-level positions and opportunities opening up in many functions and locations. This results in fast career growth for its staff.

### **QUALIFICATION / EXPERIENCE REQUIREMENTS**

- Strong academic background in a relevant field.
- Work experience in a demanding professional environment, preferably in positions where frequent cross-department communication was required.
- Experience in procurement, logistics, or supply chain management preferred.
- Knowledge of SAP or other ERP reporting skills strongly preferred.
- Proficiency in Excel and other software packages required.
- Creativity and strong problem-solving skills. You don't take no for an answer and constantly look for alternative solutions to problems.
- A passion for world class customer service.
- Strong quantitative reasoning and critical thinking skills.
- Outstanding communication skills with direct reports, peers and management.
- Experience working internationally preferred.
- Leadership experience at work or outside of work.
- Ability to work and make decisions independently.
- Language: English required, French and Swahili preferred

**EXPECTED START DATE**

As soon as possible

**COMPENSATION**

Starting compensation is modest. This is a career-track role with fast raises for performance, paying a meaningful salary for long-term placement in developing countries.

**BENEFITS**

Health insurance, immunization, flights, housing

**VISA SPONSORSHIP**

Yes, visa sponsorship is not available for non-nationals or non-citizens of the host country.

If you possess the relevant skills for the above role and wish to take advantage of this exciting opportunity, please mail your updated resume to [hello@talentstoneafrica.com](mailto:hello@talentstoneafrica.com)

For questions or enquiry on this opportunity, please call +234 1 453 9939

