



Our planet. Our legacy.
The time is now.

Consultant Opportunity: Activator Program Manager

Background

The Rallying Cry is an initiative designed to:

- Catalyse private sector investment in gender and climate in Africa
- Shift women's voices from the frontlines of climate change to the forefront of global climate leadership

Our role as a catalytic intermediary is to shift capital from capital allocators with gender and climate objectives to agribusiness enterprises delivering ground-level gender and climate solutions. We do this by building capacity of capital allocators and enterprises, surfacing deal pipelines, and making matches.

We also seek to shift narratives of women in Africa from victims of climate change to agents of change. We do this by elevating their stories and voices to engage and influence policy makers at top levels. Our first phases of work focus on agribusiness in Zambia and Kenya.

We are a relatively new initiative and, after an exciting and fast-moving first phase of activities, recently kick-started Phase 2. We require immediate support in meeting ambitious deliverables set for our Shift Narrative and Shift Capital workstreams. We now seek to hire a Program Manager for a dynamic and engaging new role, ideally to start in August.

Our work is currently supported by FMO, Building Prospects and the Dutch Ministry of Foreign Affairs, with the collaboration of Triple C Advisory, Kite Insights and other partners. We are currently operating as a not-for-profit and fundraising for future phases. We are looking to further formalise both our non-commercial and revenue-generating activities.

The Rallying Cry is a product of female leadership, shared values and collective wisdom.

Job Description

As part of our Shift Capital activities, we will select a cohort of qualifying women-led private sector enterprises in the agriculture sector in Zambia and Kenya to participate in a new Activator Program, building on our earlier Women Business Leaders' Network. The Activator Program Manager role includes program design, coordination of a community of women enterprise leaders meeting specific business criteria and implementation of relevant projects.

Engagement with the community of women enterprise leaders will inform and shape our Shift Narratives activities. Therefore, **we are seeking a candidate interested in both access to finance and increased representation of African women-led SMEs in global climate finance and leadership convenings.**

We attended the United Nations Climate Change Conference COP26 in Glasgow in our first year of operation and plan to participate in the upcoming COP27 in Egypt in Nov 2022. This will require the identification and preparation of enterprise leaders for in-person and virtual representation, one of our key organisational deliverables for this phase.

Areas of Responsibility

1. Activator Program

- **Support** the design and development of our Activator Program, consisting initially of supporting a cohort of women-led agribusiness SMEs in Zambia and Kenya to access capital, markets, networks, technology and networks for growth and scale
- **Lead** in identifying, vetting, selecting and onboarding enterprises for the Activator Program from a range of sources, including our existing Women Business Leaders' Network, other partner networks and potential competition and award processes
- **Conduct** needs assessments and support selected enterprises both individually and collectively to prepare them for capital provider engagement. You will be instrumental in developing key insights that will guide in the implementation of the Activator Program and the ability to match enterprises with capital providers
- **Coordinate** the design and execution of virtual (and potentially some in-person) technical capacity building sessions, such as how to:
 - Engage with capital providers and meet their criteria
 - Develop pitch decks and improve self-representation
 - Upskill and amplify gender/ climate impact, supporting enterprise formalisation
- **Provide** individual and group support and programming, designed to foster a tightly knit community of practice, shared learnings and peer-to-peer exchange
- **Be** the bridge between Shift Capital and Shift Narrative to ensure we meet objectives across both, particularly where these impact the Activator Program's women enterprise leaders. This involves listening to capture key challenges, opportunities, requirements and insights, and effectively conveying ideas to shape other activities
- **Manage** relationships with capital providers and other external implementation partners such as business development providers, incubators, accelerators, agtech and/or fintech providers, plus other local ecosystem builders
- **Collaborate** on the development of impact indicators, conducting a baseline assessment plus ongoing monitoring and evaluation, to measure and report on Program benefits delivered, and shape future program activity
- **Document** and gather necessary insights throughout the initial Program of work for iteration and the next cohort of The Rallying Cry's Activator Program. This would also involve providing technical input and strategic recommendations for future programs

2. Storytelling/ Surfacing frontline experiences

Lead in spotlighting and amplifying of The Rallying Cry's Activator Program enterprises to showcase homegrown African success stories. This could include:

- **Driving** content development of powerful, inspiring stories and ground-level insights for amplification on social media, in publications, stakeholder engagement and events like Women's Forum, GenderSmart Summit, and Gender & Climate Working Group
- **Supporting** Activator enterprise leaders on building their bios and profiles, including identifying a potential group of "ambassadors" for speaking opportunities and events
- **Collaborating** with our content partners, Kite Insights, on developing case studies that feature the Activator enterprise leaders and make the business case for investing in gender- and climate-smart enterprises in Africa
- **Elevating** Activator enterprise leader profiles and stories on The Rallying Cry website, Linked In, internal monthly newsletters and other relevant/ priority platforms

3. United Nations Climate Change Conference COP27

- **Engage** closely with our stakeholders and partners as we co-create speaking and engagement events at COP27 to ensure we are bringing the voices of African women to the global stage and forefront of climate action; this could include in-person and/or virtual event design, development and support as needed
- **Provide** other support required in the build up to and during COP27, including but not limited to the development of content for social media campaigns and input into our Thought Leadership Report launching in advance of COP27
- **Secure** additional in-person or virtual speaking and engagement opportunities for Activator members in relevant global and regional fora beyond COP27, including side events happening in parallel to official COP27 activities
- **Ensure** timely follow-up on action items relating to the Activator enterprise leaders that come out of COP27 engagement

4. Team Engagement and Support

You will join a vibrant, international team passionate about elevating African women climate entrepreneurs and their stories. Most of our work is remote and virtual but there will be increasing opportunities for in-person gatherings. We are values and purpose-driven and committed to the work and each other. Our current team activities include:

- **Participating** in weekly/ monthly team Zoom meetings and a quarterly team bonding session. We update on progress against objectives, identify dependencies across projects and workstreams, and share knowledge and skills to increase collaboration
- **Supporting** The Rallying Cry leadership team in engaging our Special Advisors, impact sponsors and funders as needed

Person Specification

As Activator Program Manager, The Rallying Cry seeks a mid-career professional, consultant or entrepreneur, ideally with a Master's degree and/ or 5-7 years of relevant experience:

Essential Skills

- **A financial background** gained either in international development or the commercial sector. You may have experience as an entrepreneur, bid writer or business development manager, or through an incubator or investment fund. Wherever you gained your financial acumen, you have solid, up-to-date knowledge and understanding of due diligence and SME's unique business needs
- **Experience working with SMEs and/ or capital providers/ allocators in Africa and/ or the Global South** including a solid understanding of strategic and commercial aspects of growing and scaling SMEs
- **Familiarity with a range of financial products** appropriate for SMEs such as debt, equity, blended finance, grants and alternative approaches
- **The ability to engage different types of capital providers** including international investors, local capital providers and commercial banks
- **Interest in implementing climate change adaptive approaches** to agribusiness

- **The ability to build, tap into and coordinate an international and local network** of ecosystem stakeholders such as technical assistance and business support providers, agtech and/ or fintech, and potential strategic partners of gender or carbon credits
- **Superb communication, community coordination, project management and program development skills** using relevant techniques and methodologies for planning, knowledge exchange, evaluation and audit
- **The desire to amplify women's leadership** and entrepreneurship on both local, international and global platforms and forums (in-person and virtual)

Desirable Skills

- Experience working specifically with **agribusiness enterprises**
- Experience working with **women-led enterprises**
- Passion for and a successful track record of **building and holding space** for communities of like-minded women entrepreneurs
- Experience with or an interest in **gender-lens investing**
- Some experience or exposure to impact indicators and **measuring impact**

Qualities

Our ideal candidate is highly personable, organised and efficient, able to work accurately and proactively, and a quick learner with good attention to detail. You will thrive in this role if you:

- Adeptly connect with people and build positive relationships, in person and remotely
- Are a phenomenal listener with great interpersonal skills, building trust and rapport
- Are comfortable working in start-up and/ or project environments involving fluidity, ambiguity and shifts in pace, particularly around key events and publications
- Recognise the women enterprise leaders as our core clients at the heart of our work

A strong verbal and written communicator, you interact and network using emotional intelligence and critical thinking with diverse stakeholders and where necessary, taking concise, accurate minutes during meetings to ensure responsive follow-up. Ideally, you have experience working with and supporting remote consultants and/ or teams dispersed across different time zones, using a range of different digital tools and software systems, including the MS Office suite, Google Workspace, Dropbox, Slack, WhatsApp and Zoom, plus social media and are confident getting to grips with new technologies.

This is by no means an exhaustive list of qualities, skills and responsibilities and there are plenty of additional opportunities for further involvement in The Rallying Cry for an ambitious Program Manager keen to grow their experience within international development, community coordination, sustainability, agriculture and/ or gender lens investment.

You will require your own laptop and mobile phone and be comfortable working fully remotely. Some travel may be required to Zambia, Kenya, Egypt or elsewhere. The Rallying Cry cannot sponsor work visas and you will work remotely in your country of residence.

Female applicants based in Africa are especially welcome, particularly those in either Kenya and Zambia. However, we are keen to hear from suitably experienced or skilled people of any gender, age, ethnicity, religion, ability, sexuality or family status in any location, sharing our commitment to promoting female leadership values, ensuring the voices of women leaders on the frontline of climate change are heard on a global stage, and widening access to the capital investment African female enterprise leaders require to innovate and succeed.

Work Pattern and Package

Working with us, you will:

- **Join** a dynamic, global, multidisciplinary team from diverse backgrounds and experiences, united by shared vision for inclusive climate leadership and finance
- **Impact** the development roadmap of an early-stage NGO and contribute to maturing our strategy and processes
- **Gain** a deeper understanding of climate finance, gender-lens investment and agri-related businesses
- **Grow** and strengthen your regional and international networks within these sectors
- **Build** your experience in transforming data and insights into actionable, measurable, impactful Program activity
- **Connect** with and help share learning from the inspiring work women on the African continent are doing to mitigate climate change and drive adaptation on the frontlines

This role is envisaged as **flexibly full-time, Mon-Fri** however, we are willing to consider workable part-time proposals, with an understanding there are times when your availability must be driven by the program's demands and timelines. The role is **remote** and thus location-agnostic provided you can overlap some daily hours with colleagues in GMT and EAT time zones. We will consider any outstanding applications but given budget constraints and future potential for in-person meetings, applicants in Zambia or Kenya will receive priority.

An **initial six-month appointment** will be made, reviewable after three months. The contract may be renewable for a further year by mutual agreement. Salary is negotiable within the region of EUR 150-300 per day, depending on your experience, credentials and location.

Application Process

To apply, send us your **CV (max. 2 pages)**, contact details of **two professional referees**, plus a **brief covering note (max. 500 words)**. Explain why you are right for this role and include your expected day rate and available start date.

Send to helena@therallyingcry.org by **15:00 EAT (East Africa Time)** on **Fri 15 Jul 2022**

Interviews will be scheduled for Mon 25 and Tue 26 Jul 2022 via Zoom.