

Job Title: Africa Growth & Development Strategist

Level: Mid-Level, Independent Contractor

Location: Kenya, Nigeria, or South Africa

Department: Business Development

Reporting to: Vice President of Corporate Relations & Member Engagement (with dotted line to the Regional Director for Africa)

To apply for this independent contractor opportunity, click here: [\[APPLY\]](#)

SUMMARY

WEConnect International has been growing steadily and is now seeking to dramatically accelerate growth. The Africa Growth & Development Strategist position requires an individual who is mission-focused, collaborative, creative, self-motivated, adaptable, and process minded. The individual should have relevant business development, account management, procurement and partnership development experience as well as strong communication skills and agility to adjust to different business and cultural conditions in Africa. The role is accountable for fundraising and recruiting, developing, and supporting the engagement of global, regional and market members, including the coordination of member orientations, trainings, events, best practices, committee meetings and overall efforts for increasing member buying from women-owned businesses regionally and globally.

KEY RESPONSIBILITIES

Grow global, regional and market funding and membership and provide consultation to members in the implementation and execution of global supplier diversity and inclusion strategies. Support the membership team and Sub-Saharan Africa Region with efforts to increase member buying from women-owned businesses in Sub Saharan Africa. In particular:

Fundraising

- Help identify and support new funding opportunities, grants and contributions for the growth and impact of WEConnect International, working with the development team.
- Prepare a 5-year strategic plan for approval by WEConnect International leadership and build strategic alliances with local corporations and funders to raise sponsorships and funding for Africa-based events and projects.
- Assist with establishing WEConnect International as the key global membership organization for large corporations and organizations active in regional supply chain development and inclusion.

Membership Recruitment and Development

- Contribute to the growth of the region's membership base to ensure a viable, vibrant and sustainable organization, through both direct efforts and facilitation through member and WEConnect International team efforts, with a special focus on corporations, but also including government agencies and multilateral institutions.
- Promote the business case for inclusive sourcing by incorporating trends and innovation at the global, regional, and local levels.

Membership Engagement and Retention

- Provide high quality relevant and timely information to members and participate in presentations where appropriate.
- Coordinate and support member meetings, webinars, events, committee meetings, member outreach and overall member participation.
- Work with and assist members with the development of sustainable, inclusive sourcing programs focused on women-owned businesses.
- Help to maintain 95% membership retention rate.
- Support the membership team and Sub-Saharan Africa Region with efforts to increase member buying from women-owned businesses in Sub Saharan Africa. This includes coordinating with the Africa Region team with the identification of member needs as well as research and recruitment of potential women business owners that are good candidates for Certification according to member needs.

Supplier Diversity and Inclusion Strategy Support

- Develop Annual membership strategic plan to establish membership goals, retention plan and measurable targets.
- Review and improve services provided to members as part of continuous improvement.
- Work with Global Procurement and CSR Teams of members to expand internal and external support for Supplier Diversity & Inclusion.
- Serve as Supplier Diversity & Inclusion and ESG SME for WEConnect International programmatic initiatives and projects.

Promotion and Awareness

- Develop and maintain strong relationships with all appropriate supplier diversity and diversity-related organizations, actively promoting collaboration.
- Develop and maintain effective networks and maintain a high profile with WEConnect International's potential and current members.

Effective Organizational Management and Development

- Support work with all internal and external stakeholders to promote equality, and maintain a culture of quality management, professional accountability, and self-management.

Sustainability

- Be entrepreneurial in delivering on objectives and support continuous improvement and change.
- Maintain a high level of knowledge and understanding of the issues relevant to women entrepreneurs and best practices in inclusive supply chain development.

Regional Responsibilities

- Work closely with WEConnect International supporting organizations on fundraising and membership development and sustainability of its global network.
- Support Africa Regional Director in planning and execution of annual regional events.

Other

- Undertake any other duties which may from time to time be required; this job description is not intended to be either prescriptive or exhaustive but is issued as a general guideline to the main areas of responsibilities.

COMPETENCIES

To perform the job successfully, an individual should demonstrate the following competencies:

Job Knowledge - Competent in required job skills and knowledge; exhibits ability to learn and apply new skills; keeps abreast of current developments; requires minimal supervision; displays understanding of how job relates to others; uses resources effectively.

Problem Solving - Identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations; uses reason even when dealing with emotional topics.

Customer Service - Manages difficult or emotional customer situations; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.

Communications - Expresses ideas and thoughts verbally and in written form; exhibits good listening and comprehension; keeps others adequately informed; selects and uses appropriate communication methods.

Impact and Influence - Pursues and wins support for ideas; displays ability to influence key decision-makers; achieves win-win outcomes; uses authority appropriately to accomplish goals; addresses divergent opinions.

Business Acumen - Understands business implications of decisions; displays orientation to profitability; demonstrates knowledge of market and competition; aligns work with strategic goals.

Achievement Focus - Sets and achieves challenging goals; demonstrates persistence and overcomes obstacles; measures self against standard of excellence; recognizes and acts on opportunities; takes calculated risks to accomplish goals.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Business development expertise with a wide corporate network and ability to secure new funders and member buyers.
- Knowledge and understanding of global supply chain systems, processes, and procurement practices.
- Awareness of issues affecting the SME sector, particularly the specific barriers faced by women entrepreneurs.
- Empathy with women business owners, preferably with experience in establishing and running their own business.
- Ability to develop and maintain good working relationships with member buyers.
- Ability to research, collect, interpret, and analyze data to monitor and report on activity and evaluate impact.
- Ability to evaluate, set, and meet targets based on organizational strategy.

- Ability to effectively deliver presentations to a wide variety of audiences and cultures.
- Excellent written and oral communication skills.
- A 'self-starter' with excellent motivating skills, enthusiasm, and vision.
- Comfortable in a fast-paced environment, working collaboratively as a team, but also as an individual contributor.
- Demonstrates sound judgment and good political skills.
- Ability to adapt and flex to work requirements to meet the needs of both internal and external clients.
- Ability to travel as required.

Education and/or Experience

- Bachelor's Degree in Business Administration or related field, or an equivalent combination of skills training and experience.
- Substantial experience (3+ years) in business development, international development or strategy roles with a focus on Africa.
- Minimum of 3 years business experience, with preference for procurement focus.

Computer Skills Proficiency with utilizing CRM systems, Microsoft Office, virtual meeting platforms, and other similar applications. Familiarity in working in a PC/Laptop environment with Dell equipment.

Physical Demands The physical demands described here are representative of those that must be met by the contractor to successfully perform the essential functions of this job. While performing the duties of this Job, the contractor is regularly required to sit. The contractor is frequently required to use hands to finger, handle, or feel. The contractor is occasionally required to stand; walk; reach with hands and arms; climb or balance and stoop, kneel, crouch, or crawl. The contractor must occasionally lift and/or move up to 25 pounds.

Work Environment The work environment characteristics described here are representative of those a contractor encounters while performing the essential functions of this job.

The above job description is not intended to be an all-inclusive list of duties and standards of the position. Contractor's supervisor may request them to follow other instructions or perform other job-related duties.

WEConnect International is an Equal Opportunity Employer. All aspects of employment will be based on merit, competence, performance, and business needs. We do not discriminate based on race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.

Organizational Information

WEConnect International, a corporate-led global non-profit, helps build sustainable communities by empowering women business owners to succeed in local and global markets. WEConnect International has since 2009 provided business education, certification, and business connections to businesses based outside the United States that are at least 51 percent owned, managed, and controlled by one or more women. WEConnect International corporate members represent over \$1 trillion in annual purchasing power and are true pioneers in inclusive sourcing and global supplier development.

Core Values and Culture

As we continue to grow our impact, WEConnect International will attract and hold accountable members, partners, staff, and stakeholders based on these core values, which help to define our culture, brand, and operational strategies.

- Embrace Diversity and Inclusion to Unleash Potential.
- Demonstrate Passion for Women's Economic Empowerment.
- Make a Positive Difference in the World.
- Deliver Stakeholder Value.
- Exemplify Integrity in Everything We Do.
- Pursue Teamwork with a Shared Vision and Purpose.