

Position: Regional Director – East Africa**Location: Kampala, Uganda****About Us:**

Impact Carbon's mission is to improve health and the environment in the developing world through clean energy projects that reduce carbon emissions.

Impact Carbon generates carbon emission reductions from household energy projects that improve living conditions in the less-developed communities we serve. We leverage the financial returns from these projects to benefit local partners and people.

Impact Carbon projects scale the sales and distribution of health and clean energy technologies such as efficient cookstoves and water treatment devices. Impact Carbon works with local companies, philanthropists, carbon finance investors, and NGOs to quantify the carbon emissions reduced by our projects. Impact Carbon is supporting 15 projects in 9 countries.

Impact Carbon is based in San Francisco, CA. The East Africa Regional Director will be based in Kampala, Uganda.

Job Description:

Impact Carbon is searching for an East Africa Regional Director with entrepreneurial drive and leadership experience to develop and implement organizational strategy, grow our East African programs quickly and effectively, and deliver the highest quality programmatic results. Reporting to the Managing Director in San Francisco, the EA Regional Director will build teams, launch new products in Uganda, implement new programs, manage budgets, and drive a coordinated approach to ensure that all programs are managed, monitored and implemented effectively. The Regional Director will also draw on outstanding relationship building skills to create alliances with a diverse range of stakeholders including local distribution channels, government, investors, donors and other NGOs. The Regional Director will represent Impact Carbon at the highest level on both a regional and global scale.

This is a high profile role that is crucial to the success of Impact Carbon. We are looking for an inspirational leader with extensive experience managing companies and/or entrepreneurial NGOs in the developing world.

Roles and Responsibilities:

Impact Carbon programs center around commercial distribution of products that improve health and incomes, and protect the environment. Accordingly, you'll think commercially and have strong experience managing operations that earn income. As the leader of social enterprise programs, you'll also know about leading multi-disciplinary, multi-cultural teams, managing partner and donor relationships, and monitoring and evaluation of social benefit programs.

Specific Responsibilities include the following:

Strategic Planning and Management

- Lead the local strategic planning process to update and evolve Impact Carbon's regional strategy
- Ensure that structures and systems are best-in-class, and that they support program delivery and promote management coordination and efficiency throughout the country program
- Develop and lead a cohesive and effective management team promoting collegiality, innovative thinking, and high achievement among Impact Carbon Staff
- Facilitate communication between the East Africa staff and the San Francisco office to ensure appropriate integration and mutual support
- Participate as a member of the international leadership team

Program Quality & Development

- Oversee the development of new programs and existing program growth
- Oversee development of the Monitoring and Evaluation team to ensure the consistent assessment and improvement of programs

Partner Relations, Fundraising, and Business Development

- Develop Impact Carbon as a partner of choice for major local and international donors and drive fundraising efforts for East African Programming
- Develop strong partnerships with distribution and technology companies that help Impact Carbon programs achieve results
- Pro-actively seek appropriate funding opportunities and act as country program representative in discussions with the organizational leadership team on strategic opportunities

Financial Management and Budgeting

- Provide timely and effective oversight of the financial position of the country program including early identification of changes in revenues and expenses
- Maintain effective and coordinated budget monitoring processes for carbon financed programs, grants, and earned revenue programs
- Work with Managing Director and Executive Director to ensure good financial forward planning

Team Development

- Cultivate an entrepreneurial culture that develops and implements new ideas
- Develop a positive work environment for all staff supported by a professional level human resource management function
- Support and hold management staff accountable for providing staff development opportunities and planning
- Identify and mentor high-performing staff

Qualifications and Experience:

- A track record of effective and strategic management of organizational growth including at least 7 years in senior management positions
- Proven team building and general management experience in operationally challenging environments
- Financial management experience, including internal controls and accountability: you will have managed a P&L and have a track record of growing top and bottom lines
- Experience building lasting relationships with long-term partners
- An understanding of the factors driving poverty in countries like Uganda, Kenya, Rwanda, and Sudan.
- Complete fluency in English
- Experience in outward facing roles representing organizations to diverse stakeholders such as investors, donors and clients
- Strong team and partnership orientation
- An innovative and entrepreneurial approach to solving problems
- High quality standards and passion for the mission of Impact Carbon
- Intention to lead and grow Impact Carbon's African operations for many years

Compensation:

Impact Carbon offers great benefits and pays competitive salaries that depend on experience.

How to Apply:



Clean Energy for All

Please send resume and cover letter/email to jobs@impactcarbon.org. Please use the subject "*yourfirstname yourlastname* – Regional Director – East Africa" in e-mail correspondence. Include links to past projects or anything else you think we should know.

No phone calls please.

Please know us and our work before you apply. To learn more about Impact Carbon, please [click here](#).

Impact Carbon is an Equal Opportunity Employer. All persons regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation shall have equal access to positions, limited only by their ability to do the job.