



JOB DESCRIPTION - BUSINESS DEVELOPMENT ADVISOR

POSITION: Business Development Advisor
DEPARTMENT: Business Growth Services (BGS)
LOCATION: Bor
REPORTS TO: Senior Business Development Advisor
Advert Start Date: February 12, 2026
Closing Date: March 3, 2026

50-4-3
Approved by A/Director
MILIO
12/02/2026
FEB 2026
MINISTRY OF LABOR
REPUBLIC OF SOUTH SUDAN

ABOUT INKOMOKO

Inkomoko supports entrepreneurs to grow their businesses in order to improve livelihoods, create jobs, and help communities thrive.

In 2025, Inkomoko was listed by the Financial Times as the 8th fastest-growing Organization in Africa, supporting entrepreneurs across East and Central Africa to grow thriving businesses and build inclusive, resilient economies.

Founded in 2012, Inkomoko has worked with more than 100,000 entrepreneurs, including thousands of refugee entrepreneurs. Inkomoko provides a combination of training, consulting, access to finance, and market-level systems change. We are the largest investor to refugee entrepreneurs in Africa.

Inkomoko has 750+ staff in 40 offices across Chad, Ethiopia, Kenya, Rwanda, and South Sudan. Through Inkomoko's 2030 strategic plan, we are adding 3 additional countries to serve more than 550,000 entrepreneurs and growing our \$30M loan fund to impact 7M lives.

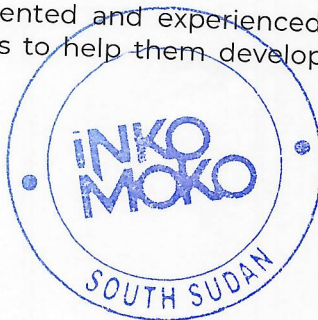
INKOMOKO VALUES

All staff at Inkomoko are connected to a shared set of organizational values:

- **Purpose:** be solutions-oriented and produce high-quality work and be a global leader.
- **Achievement:** push yourself to reach beyond what you think is possible.
- **Improvement:** be humble and committed to continuous learning and growing through giving and receiving open and accurate feedback.
- **Bravery:** willing to take risks, create a safe space for others, be compassionate, inclusive.
- **Turikumwe/Tuko Pamoja/ Abren Nen/Kuluna Swa ("We are together"):** appreciate your colleagues, celebrate success, and support each other in hard times.

THE JOB OPPORTUNITY & RESPONSIBILITIES

Inkomoko South Sudan seeks a highly talented and experienced Business Development Advisor to work directly with entrepreneurs to help them develop the skills to scale their businesses.





Current responsibilities include:

TRAINING (30% time)

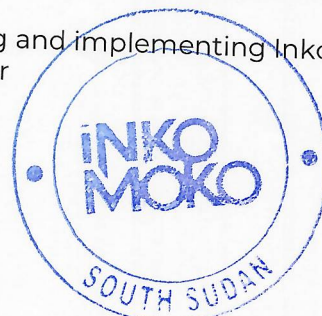
- Manage training for all incoming IDPs, refugees, returnees and host entrepreneurs in the Business Growth Department
- Implement training as part of the ongoing classes scheduled for Inkomoko entrepreneurs.
- Identify and enroll entrepreneurs to join INKOMOKO program
- Deploy a wide variety of training methods both in person and digital - iterating as needed
- Develop new and review existing content to match entrepreneurs' needs and refugees, IDPs and returnees' business dynamics.
- Draft training reports and update the online reports;
- Mobilize and follow up on entrepreneurs to ensure high attendance;
- Coordinate with Training Support Associate for smooth logistics;
- Participate in capacity-building workshops on a range of topics related to business growth, including P&C, accounting, finance, marketing, human-centered design, and innovation.

STRATEGIC ADVISING & ENTREPRENEUR RELATIONSHIP MANAGEMENT (40% time)

- Conduct business assessments to identify entrepreneurs' needs and market opportunities
- Develop and implement accurate financial reporting and bookkeeping systems for entrepreneurs.
- Assist entrepreneurs with the setting of business growth goals and implementation of business plan recommendations.
- Advise entrepreneurs on financing and investment opportunities/challenges;
- Help entrepreneurs prepare for financing or investment opportunities (Investment and equity financing Provide expert advice; help entrepreneurs to navigate challenges and make sound business decisions);
- Conduct assessments of entrepreneur businesses to understand business needs, challenges, and opportunities.
- Conduct research on the industry, competitors, and customers;
- Manage entrepreneur relationships and provide a single point of contact for assigned entrepreneurs;
- Manage the schedule and delivery of services throughout entrepreneur engagements;
- Regularly track and report on the progress of entrepreneur work and deliverables;
- Maintain and organize entrepreneur files
- Participate in the development and testing of new advisory tools with Inkomoko technical team and entrepreneurs

GENERAL ADMINISTRATION (20% time)

- General maintenance of entrepreneur files, reports, and coordination with colleagues.
- Contribute to staff meetings, annual retreats, and monthly entrepreneur Services meetings.
- Participation in ongoing entrepreneur tracking and implementing Inkomoko's impact evaluation programs every quarter/year





- Participate in the development of Inkomoko goals, strategies, and planning
- Represent Inkomoko in the local business community and at conferences or other events
- Represent Inkomoko in partner meetings and any other events in camps as assigned
- Keep up to date on the latest business and industry trends in South Sudan and across Africa

WHO WE ARE LOOKING FOR:

We are looking for individuals who are passionate about entrepreneurship and have the skills and experience to help entrepreneurs make lasting changes to their businesses. We are seeking candidates who work quickly and thoroughly, collaborate, and are both kind and serious. The ideal candidate will have the following qualifications:

- Proficient in Juba Arabic, and English.
- Experience working in refugee and IDPs, returnees and host community settings.
- Deep understanding of go-to-market strategies and growth strategies for businesses in the area of consumer goods;
- Excellent computer skills – including Power point, Word, Excel, Odoo, Kobo-collect, Google Drive, etc.;
- 3+ years' experience, in working with MSMEs is required;
- Bachelor's degree required in a Business-related field;
- Good at translation from English to local languages like South Sudan Arabic and others would be an advantage.

COMPETENCIES

We are looking for someone who.

- **Instills Trust** - Follows through on commitments, builds credibility by being direct and truthful, and shows genuine care for staff members.
- **Acts with Courage** - Steps up to address difficult issues and speaks openly with bravery; takes the initiative to pursue new opportunities; takes full ownership of own work.
- **Makes Informed Decisions** - Seeks relevant data and input when needed, takes appropriate action within their area of responsibility, and knows when to escalate issues or seek guidance.

WHAT YOU'LL GET

This role is a tremendous opportunity to work in a high-growth, mission-driven organization.

- Our compensation includes a great working environment and competitive compensation:
- Competitive salary, and potential performance-based bonus.
- Benefits include health insurance, annual leave, a staff savings program, parental leave for men and women, a sabbatical program, and more.
- Incredible Organization culture, including deep investment in your learning and growth, and opportunities for career growth.
- Opportunity to work with a talented team of professionals across the region.
- Ability to make a significant social impact and contribute to economic growth.





TO APPLY

If you're excited about this role, please submit your CV through our online job portal (<https://inkomoko-job-portal.web.app/home>) or to the Inkomoko Office at APTECH Africa Building 5th Floor, Plot 63 Block AXIII Hai Malakal, Juba, South Sudan by March 3, 2026. Please clearly indicate the position you're applying for at the right corner of the envelope.

Inkomoko is committed to justice, diversity, equity and inclusion. As we seek to reflect the communities we serve. **Women are strongly encouraged to apply.** As an organization, we have policies that ensure fair treatment in the application process.

NB: Only shortlisted candidates will be contacted. Employment is conditional upon successful background checks and other verification as needed.

All offers of employment will be subject to satisfactory references and background screening checks. Inkomoko also participates in the [Inter Agency Misconduct Disclosure Scheme](#). In line with this Scheme, we will request information from job applicants' previous employers about any findings of sexual misconduct, fraud, or abuse. By submitting an application, the job applicant confirms his/her understanding of these recruitment procedures.

