



## JOB ADVERTISEMENT – SENIOR BUSINESS DEVELOPMENT ADVISOR

**POSITION:** Senior Business Development Advisor-National  
**DEPARTMENT:** Business Growth Services  
**LOCATION:** Bor, South Sudan  
**REPORTS TO:** Business Development Manager  
**DATE OF ADVERT:** February 12, 2026  
**CLOSING DATE:** March 3, 2026



### ABOUT INKOMOKO

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

Founded in 2012, Inkomoko has worked with more than 60,000 entrepreneurs across East and Central Africa, including thousands of refugee entrepreneurs. Inkomoko provides a combination of training, consulting, access to finance, and market-level systems change. We are the largest lender to refugee entrepreneurs in Africa.

Inkomoko has 650+ 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, and inclusive.
- **Turikumwe/Tuko Pamoja/ Abren Nen/ Kulana sawa ("We are together"):** appreciate your colleagues, celebrate success, and support each other in hard times.

### ABOUT THE ROLE AND RESPONSIBILITIES

Inkomoko South Sudan is seeking a highly talented and highly experienced Senior Business Development Advisor to directly support our vibrant community of entrepreneurs.

The Senior Business Development Advisor will join a growing start-up team with core responsibilities as follows:

#### **MANAGEMENT & GENERAL ADMINISTRATION (50% time)**

- Serve as a coach, mentor, and advisor to Business Development Advisors (BDAs) to help them improve their capabilities and skills.





- Assist BDAs and review work as needed to ensure high-quality work is delivered to clients.
- Coordinate the BDAs activities with other department activities, ensuring the highest quality of organization and client services outcomes.
- Work with the Business Development Manager and Executive team to develop annual goals for the BGS department.
- Build the capacity of the BDAs and BAs team to reach Inkomoko South Sudan's annual objectives, in particular providing training on matters related to Business Growth Services.
- Represent Inkomoko South Sudan in all Bor IDP camps and attend different meetings and events organized by partners, CRA, RRC, and the County government meetings.
- Maintain and develop relationships with business community leaders in Bor.
- Keep up to date on the latest business and industry trends in Bor and across South Sudan.
- Ensure set KPIs on individual business, market linkages and advocacy are met in the locations under his/her supervision.

#### **STRATEGIC ADVISING & CLIENT RELATIONSHIP MANAGEMENT (20% time)**

- Regularly communicate with BDAs and conduct site visits as needed to keep clients engaged and deliver services as planned and promised to clients
- Connect clients to other Inkomoko South Sudan services as appropriate
- Review weekly, monthly and quarterly reports to stakeholders in a timely manner
- Participate in the development and testing of new advisory tools with Inkomoko technical team and entrepreneurs

#### **BUSINESS ASSESSMENT & BUSINESS/GROWTH PLAN DEVELOPMENT (30% time)**

- Conduct site visits and client interviews to fully understand business needs, challenges, and opportunities
- Review BDAs consulting work that defines the strengths & weaknesses of the clients
- Assist BDAs to implement recommendations of businesses and help clients to navigate challenges, make sound business decisions and achieve their business/growth goals
- Manage the schedule and delivery of services throughout client engagements
- Regularly track and report on the progress of client work and project deliverables

#### **WHO WE ARE LOOKING FOR:**

We are looking for candidates who will navigate fast-paced and resource-constrained environments with enthusiasm, patience, a sense of humor, and imagination. The ideal candidate will fulfill the following requirements:

- Bachelor Degree in Business Administration/Accounting or related field
- 3+ years of work experience in relevant or applicable field
- Experience in consulting, business planning, and providing business advice
- Excellent computer skills, especially with MS Excel and Word
- Good written and oral communications skills
- Good presentation and training skills
- Shows perseverance, personal integrity, and critical thinking skills
- Must speak fluent English and Classic Arabic; knowledge of other languages i.e. other most spoken languages in South Sudan is an added advantage.





### WHAT YOU'LL GET

This role is a tremendous opportunity to work in a high-growth, mission-driven organization. Our compensation includes both a great culture and a competitive market-based package, including:

- Incredible Organization culture, including deep investment in your learning and growth, and a commitment to inclusion and diversity.
- Opportunity to work with a talented, passionate, and committed team of professionals across the region
- Ability to make a significant social impact and contribute to economic growth
- Competitive salary, and potential KPI-based bonus
- Favorable policies like health insurance, staff savings program, parental leave, sabbatical program, and more.

### TO APPLY

If you're excited about this role, please submit your cover letter and CV to 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. You can as well submit your cover letter and CV through the application portal <https://inkomoko-job-portal.web.app/home>. Tell us about what you'll bring to this growing organization.

**This position is for South Sudanese Nationals only.**

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 INGO 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 applying, the job applicant confirms his/her understanding of these recruitment procedures.*

