



**POSITION:** Managing Director, South Sudan  
**DEPARTMENT:** Admin  
**REPORTS TO:** Chief Operating Officer  
**LEVEL:** Director  
**LOCATION:** Afex Rivercamp Hotel Near Konyo Konyo Market, Juba, South Sudan

### **ABOUT INKOMOKO**

Inkomoko supports entrepreneurs - including refugees and displaced people - to grow their businesses in order to improve livelihoods and to create thriving communities.

Founded in 2012, Inkomoko has worked with nearly 60,000 entrepreneurs, and provides a combination of training, consulting, access to finance, and market-level systems change. Inkomoko has 350+ staff in 18 offices across Rwanda, Kenya, Ethiopia, and South Sudan with plans to reach 550,000 clients in the coming years.

Inkomoko opened as an INGO in South Sudan in July 2023 with headquarters office in Juba, and programming in Central Equatorial State and Upper Nile. In year one, we will serve 600 entrepreneurs. In order to achieve this, we are looking for highly-skilled colleagues to launch the company and expand the work in the coming years.

### **THE JOB OPPORTUNITY & RESPONSIBILITIES**

Reporting to Inkomoko's Chief Operating Officer, the Managing Director will work effectively with a range of stakeholders both inside and outside the company to reach the organization's strategic objectives and deliver results. Specific Managing Director responsibilities include:

#### ***STRATEGY & MANAGEMENT (30% time)***

- Set and implement Inkomoko's growth strategy in South Sudan
- Lead annual country goal setting, ensuring that KPIs align with the company-wide objectives and donor targets
- Consistently advance, analyze, and adjust as necessary the country-wide strategies to reach set goals, based on changing markets, new opportunities, and new insight
- Manage all country-wide contracts, including regular review with Inkomoko's legal team
- Ensure adherence with all relevant local laws and regulations
- Understands corporate risk – legal, financial, the safety of staff, reputational, etc. – across the company and develops strategies to keep the company and its staff and clients safe
- Be a phenomenally proactive and transparent communicator with other colleagues- Directors, C-level colleagues, and regional leaders from Inkomoko - ensuring smooth coordination of company resources for country-wide objectives

#### ***FINANCIAL MANAGEMENT & REVENUE GENERATION (25% time)***

- Develop and manage the annual and multi-year company budgets
- Work with CEO's office to fundraise – relationship building, donor engagement, reporting, presentations
- Actively solicit profitable contracts, and work with fundraising team to produce proposals and budgets to secure these resources





- Review and manage the company's finances to stay within budget
- Participate in the annual audit process and other financial compliance requirements

#### ***PARTNERSHIPS & EXTERNAL RELATIONS (25% time)***

- Lead government relations within S Sudan, including ministries, RRC, CRA, etc
- Lead partnership engagements with UN agencies and other NGOs and private sector actors to advance our collaborative work.
- Serve as a spokesperson in relevant local and international media, panels, conferences
- Seek new opportunities to expand the company brand, reputation, and services
- Develop an Advisory Board of leaders from across the country

#### ***PROGRAM IMPACT & EXPANSION (20% time)***

- Coordinate client services with Regional Business Growth Services director to meet program deliverables and impact targets
- Work closely with Monitoring, Evaluation & Learning (MEL) to generate insights, and action those for the benefit of the company and clients.
- Lead in-country geographic expansion, including market-entry strategy, partnerships development, resource allocation, and operations
- Advise colleagues on Innovations in initiatives/products to lead competitive advantage,
- As Inkomoko establishes advocacy approaches for inclusion of refugees, take a lead role in facilitating conversations on systemic change

#### **THE SUCCESSFUL CANDIDATE QUALIFICATIONS**

The Managing Director role is diverse. While the description above provides an overview of some key areas of focus, we're looking for a seasoned leader who can continue to grow the organization, its impact, and has the drive and flexibility to adapt themselves to the goals at hand. In that vein, the Managing Director will be:

- 5+ years of professional experience as a country leadership in South Sudan programs
- 15+ years of professional working with refugees, banking, or entrepreneurship programming
- Commitment to a harassment free workplace, equity, inclusion, and fairness
- Skilled in business management in the South Sudan context, with relationships with leading agencies and government partners
- Excited to give and receive authentic feedback to/from a diverse range of colleagues
- High levels of discretion, diplomacy, and sophistication when engaging key stakeholders
- Impeccable integrity, trustworthiness, and professionalism. Commitment to prevent and disclose fraud and prevention of any abuse of vulnerable populations.
- Excellent written and verbal communication in English and at least one East African language
- Bachelor's degree in a relevant field (CPA, relevant masters, or MBA strongly preferred)

Inkomoko seeks to reflect the communities we serve and is an affirmative action/equal opportunity employer. Refugees, women, people with disabilities, and persons who reflect the diverse communities we serve are strongly encouraged to apply. We have an inclusive company







policies in place to ensure that we are also a good employer to those with a variety of backgrounds and life situations.

### **COMPANY VALUES**

Our leaders embody the key tenants of the company's culture. In addition to the skills above, all candidates must demonstrate our core values:

- **Purpose:** we are solutions-oriented and produce high quality work to be a global leader.
- **Achievement:** we push ourselves to reach beyond what we previously thought possible.
- **Improvement:** we are humble and committed to continuous learning and growing. We improve through giving and receiving open and accurate feedback.
- **Bravery:** we are willing to take risks and create a safe space for others to take risks. We are compassionate and inclusive.
- **Nina Maa-en ("We are together"):** we take time to appreciate colleagues, celebrate success, and hold each other up in hard times. We eat goat.

### **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:

- Incredible company culture, including deep investment in your learning and growth
- Commitment to inclusion and diversity
- Ability to make a significant social impact and contribute to economic growth
- Competitive salary, and potential KPI-based bonus
- Benefits including health insurance, staff savings program, parental leave, sabbatical program, and more.

### **TO APPLY**

To apply for this position please submit a cover letter, CV, and salary expectations via [www.inkomoko.com/careers](http://www.inkomoko.com/careers) by 12 August 2023.

Applications will be reviewed on a rolling basis and the expected starting month of this position is September 2023.

Hand delivery of applications should be done to INKOMOKO office, located at Afex Hotel, Juba.

If you have any questions, please address them to the Director of People & Culture at [barbara@inkomoko.com](mailto:barbara@inkomoko.com)

**DEADLINE: Open until filled. Please apply as soon as possible.**

*Only qualified candidates will be contacted for additional information.*

