



<b>Job Title:</b> Gender Officer	<b>Location:</b> Kenya
<b>Reports to:</b> Manager, Partnerships and Gender	<b>Start Date:</b> Immediately

The Africa Enterprise Challenge Fund (AECF) is a leading development finance organisation that supports businesses to innovate, create jobs and leverage investments in order to create resilience and sustainable incomes in rural and marginalized communities in Africa. Launched in 2008, AECF has invested in 292 businesses across more than 40 value chains and 26 countries in sub-Saharan Africa. We focus specifically on agribusiness, renewable energy and climate technologies, while also addressing the crosscutting themes of gender, youth and fragile contexts. In just over a decade, we have impacted more than 27.7 million lives, created close to 24,000 jobs, and leveraged over US \$740 million in matching funds. AECF is headquartered in Kenya, with offices in Côte d'Ivoire and Tanzania.

**OVERALL PURPOSE:**

The Gender Lens Investing Officer will be part of the Partnerships and Gender team leading AECF's work in social finance and gender lens investing. This role will work as part of a team based in Kenya who will collectively be developing the AECF's Gender Lens Investing approach. This role will report to the Manager- Partnerships and Gender and has no direct reports but will independently own and deliver projects in the Gender Lens Investing work stream. The Gender Lens Investing Officer will work extensively with AECF's programme teams to define AECF's value proposition for the gender lens investing market. The Gender Lens Investing Officer will be critical in the design and implementation of AECF's Gender Lens Investing approach. The Gender Lens Investing Officer must be an individual who thrives in ambiguity and is able to pivot and iterate based on new findings.

**JOB SUMMARY:**

Working as a member of the Strategy and Partnerships unit, and under the guidance of the Manager- Partnerships & Gender, the Gender Lens Investing Officer:

- Supports implementation of AECF's current Gender Lens Investing Strategy including working closely with teams across AECF to ensure that AECF's gender lens investing offering is fully embedding across all systems, governance documents, operating procedures; ensure effective roll out of key products developed by the team including those related to training and capacity building, tools; and manage internal;/external communications.
- Supports the portfolio and impact teams to apply a gender lens across investments and throughout the investment cycle.
- Participates across several of AECF's flagship market shaping gender initiatives and partnerships in the field.



## **KEY RESPONSIBILITIES:**

### **Research**

- Support market research into the challenges and needs faced by women entrepreneurs and gender lens enterprises in sub-Saharan Africa in the agribusiness and renewable energy sectors, including secondary desk research, stakeholder consultations, interviews, etc.
- Analyse data to derive patterns and inform strategic objectives in AECF's gender lens investing approach.

### **Business Development & Portfolio Management**

- Work with AECF's partnerships team to mobilise resources and fundraising for new and existing programmes.
- Support the design and implementation of gender smart solutions for portfolio companies, working closely with the portfolio and impact teams whilst capturing learnings.

### **Technical Assistance**

- Support the design of gender toolkits and guides for portfolio companies in the agribusiness and renewable energy sectors.
- Provide technical assistance to portfolio companies on gender integration and gender smart solutions for increased business value.
- Train programme teams on gender integration across the investment process.

### **Impact, Knowledge & Insights**

- Working with the Manager- Partnerships and Gender, support the ongoing implementation of selected gender smart solutions in portfolio companies, adjusting the approach where necessary based on new insights.
- Support the development of knowledge products and organise knowledge sharing events on AECF's gender lens investing insights.

## **REQUIREMENTS**

- At least a bachelor's degree qualification in Economics, Development Finance, Gender Economics, Gender Studies, Development Studies or other relevant fields of study.
- A minimum of four (4) years of experience in one or more of the following areas: social entrepreneurship, impact investing, management consulting, private sector development, agriculture, agribusiness, SME finance, rural financial services and/or renewable energy and adaptation to combat climate change.
- Experience/ interest in social finance and impact investing in the international development context.
- Understanding of the gender lens investing market in sub-Saharan Africa.
- Experience of working in an international team and proven ability to deliver in a complex environment with multiple, divergent stakeholder interests.



- Fluency in English is essential. French is an added advantage.

**KEY COMPETENCIES:**

- Strong data mining and analysis skills.
- Ability to manage the delivery of multiple projects that create significant financial and social impact whilst meeting deadlines.
- Deep understanding of private sector small and growth businesses, including key challenges and needs.

The AECF is an Equal Opportunity Employer. The AECF considers all applicants based on merit without regard to race, sex, color, national origin, religion, age, disability, or any other characteristic protected by applicable law.

If you believe, you can clearly demonstrate your abilities to meet the relevant criteria for the role **Register & Apply on <https://recruitment.aecfafrica.org>**

To be considered, your application must be received by **5 March 2021**.

***Only shortlisted candidates will be contacted.***

For more information, please visit  
[www.aecfafrica.org](http://www.aecfafrica.org)