



EWB Long Term Fellowship Kwangu Kwako Limited

Role: Finance Fellow

Venture: Kwangu Kwako Limited

Website: <http://www.kwangukwako.com>

Location: Nairobi, Kenya

Start Date: Full-time Training in Toronto (accommodation provided) beginning October 1st 2017, departure for placement October 22nd 2017

Duration: 3 weeks of training in Toronto, 12 months in Kenya

Engineers Without Borders Canada (EWB) is a Canadian NGO that invests in people and ventures to create a thriving and sustainable world. Bolstered by its network of 40 chapters and 1300 members, EWB provides seed funding, talent and mentorship to social enterprises throughout Sub-Saharan Africa. For more information on EWB, visit <http://ewb.ca>.

The EWB Fellows Program

Now in its 15th year, the EWB Fellows Program exists to develop a cadre of Systems Change Leaders by equipping them with the opportunities, competencies and skills needed to build a more thriving and sustainable world. Every year we recruit 25-30 outstanding people for the 12-month Fellowship, placing successful candidates in one of our early-stage Ventures located throughout Sub Saharan Africa. This Fellowship opportunity is with Kwangu Kwako Limited and is based in Nairobi, Kenya.

About Kwangu Kwako Limited

Kwangu Kwako Limited enhance and save lives through providing improved housing to families living in informal settlements. Our product is a simple, modular precast structure made by local people from locally available materials.

Our proposal is different because it benefits all the stakeholders, tenants, the community and also to the landlord/investor. It is our belief that other solutions have been slow to gain significant traction because they were not attractive to the major stakeholders who control 86% of the land – the landlords. Kwangu Kwako provide a solution that is attractive to the landlords AND significantly improves housing for the tenants. In addition



to this, the landlords themselves will be investing in the solution thereby securing buy-in and self-financing of the improvement.

We have completed our prototype phase and are now on the cusp of closing our first sale. This is an exciting time to join Kwangu Kwako but will need a very special person. Being a new company, we need to develop procedures and you will need to be flexible as new challenges will arise each day. There is no manual, most things we are doing for the first time. It will be for you to design it. There will be lots of ambiguity, lots of autonomy, and lots of fun. If the thought of that excites you then let's talk.

We are currently operating out of a chicken shed! (yes literally!). However, we are about to move from prototyping to delivery. We need support with setting up our financial protocols and procedures and also our finance/accounting team. You will almost have a blank canvas to set the landscape for our future in terms of finance. We also need help with funding and investor pitches and modelling, etc. Basically everything from accounts payable to strategic financial planning. Initially you will be the accounts and finance team. In time, you will help to source, design and mobilise the finance team, capacity build and then leave a highly functioning group that can take the company to the next level of expansion.

This will be a period of huge transformation for us and the successful candidate will be pivotal in fast-tracking us to success. We need to quickly become an increasingly sophisticated, highly intricate organization with many moving parts. We are about to move from prototype production volumes to full scale commercial production in less than 12 months. In order to ensure our manufacturing, warehouse and logistics functions consistently reflect and deliver the demands of sales, we will need some very careful cash flow management and control.

About the role

Kwangu Kwako seeks a dynamic, experienced and imaginative finance mind to develop innovative solutions to set the standards/processes and long term effectiveness of our financial team and financial sustainability to impact way beyond the period of the fellowship. You will design, test, and project manage, the implementation of solutions to improve critical internal financial services. An immediate need is to create an amazingly



simple, investor friendly financial model for our next 10 years of growth by translating the founders clunky, overly complex demonstration of Excel chaos! Other projects will include ensuring effective procurement systems and controls and most importantly selecting and developing the perfect finance team. You will need to be flexible and adaptable to an ever changing business. Your work will have a significant impact on the growth of Kwangu Kwako, not just from a day-to-day perspective, but also in terms of environmental, social and economic impact for residents of informal settlements.

As a Finance Fellow for Kwangu Kwako Limited, your responsibilities will include:

Key Result Areas: (*Measurable goals*)

- Work directly with a Co-Founder to develop and deliver improvements in the finance/procurement/investor and donor relationship areas.
- By the end of the fellowship:
 - Financial systems (Quickbooks) in place to be audit ready.
 - Business model refined, improved and investor friendly in terms of presentation and data.
 - Budget and cash flow systems, tracking and projection in place and operational.
 - Procurement processes drafted, team trained and system auditable.

Sound exciting? Here's who we are looking for.

Skills & Qualifications

The Fellow will need the following qualities:

- Excellent analytical skills – data collection, statistics, data modelling
- Project management experience – how to manage projects, break down problems, develop methodologies, frameworks and develop implementation plans
- Human centered design skills – understanding and working with our teams, how to get to the why rather than the what and developing design and process innovations from this information
- Resoundingly pragmatic
- Hold a continuous, restless desire to improve yourself, your project teams, and your organization



- The ability to conceive, design, test, evaluate potential solutions and implement recommendations
- A collaborative mentality
- Deep-rooted empathy and humility
- Powerful communications skills - particularly in presenting ideas

For this specific role, we seek talent preferably with a background in finance/accounting.

More qualitatively, we are looking for people who have the desire to take on a whole new challenge in a whole new context, a tenacity and drive to keep going in the face of frustrations and setbacks inevitable in working in a developing country and in a new company. We believe that we are on the cusp of transformative change and we seek people who believe their skills will deliver that transformation.

Educational & Experience

- Undergraduate degree in Finance, Business, Engineering or similar field required.
- 3+ experience in a similar area and deliverables.
- Experience managing projects with multiple stakeholders.
- Experience working independently in an unstructured environment.
- Experience in the Africa environment and/or as an independent traveler will be an advantage.

Please note: You must be a Canadian citizen or permanent resident in order to apply. No exceptions.

Compensation

All costs relating to the placement are either paid for directly by EWB (airfare, insurance, vaccinations, trainings) or indirectly through a living stipend, which covers food, living expenses, local travel, etc. Fellows also receive an honorarium that can be used to assist with repatriation costs or additional costs during the duration of the placement. The stipend covers basic living expenses for a modest lifestyle in your placement country. You should not expect to save money during this year or use the stipend to cover previous expenses (ex. student loans).



Additionally, EWB offers a range of benefits including insurance, a settlement allowance, professional development opportunities, and more.

Application Instructions

Submitting your application for the EWB Fellowship involves two steps:

Step 1: Under the subject line “[Finance Fellow/Kwangu Kwako Limited]”, submit your CV/Resume to ltfrecruitment@ewb.ca.

Step 2: Complete the [following online application form](#).

We **highly encourage** applicants to apply for more than one role as this is a highly competitive program. If you would like to submit your candidacy to more than one role, please fill out separate forms.

Applications will be reviewed, and interviews scheduled on a rolling basis, so please submit your application as soon as possible. If the posting is still on our website, consider the role available.

For further detail about EWB, please read our Fellowship FAQ, [our website](#).