



## **EWB Long Term Fellowship LISHABORA**

**Role:** Software Engineer

**Venture:** LishaBora Ltd.

**Website:** [lishabora.com](http://lishabora.com)

**Location:** Thindigua, Kiambu County, Kenya

**Start Date:** Full time training beginning October 1st 2017 (accommodation provided), departure for placement October 22<sup>nd</sup> 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**

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 LishaBora Ltd. and is based in Thindigua, Kiambu County in Kenya near Nairobi.

### **About LishaBora**

LishaBora (“Feed Better” in Kiswahili) is a socially-driven Kenyan company that aims to improve the sustainability of smallholder dairy farming. With 65% of Kenya’s milk coming from 2 million smallholder dairy farms, it is essential that market inefficiencies and systemic failures are remedied. LishaBora uses technology, community-based networks, and quality-assured products to drive change for smallholders at both the market level and farm level.

Founded in early 2015, LishaBora fully transitioned in late-2016 from its initial



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hydroponics feed technology to a rapidly growing vertically integrated dairy feed company. We formulate, produce, and deliver to farmers a range of dry-feed products. In contrast with conventional feed suppliers, LishaBora manages last-mile delivery to farms and provides cow-specific feeding recommendations and measuring tools to ensure optimal usage of dry feeds. More recently, LishaBora has been testing a complementary set of auxiliary services including veterinary care, grass management services, and records transparency for informal milk aggregators. Our market-based approach to improving animal feeding and farm-level practices has been demonstrated with 550 smallholders in Central Kenya.

Our vision for the future is to co-manage smallholder dairy farms in the most nuanced and inputs-dependent areas of management: feeds and fertility. By leveraging our close relationship with farmers and other streams of data, LishaBora aims to understand farms at the cow level to make much-needed advisory a scalable and profitable reality.

### **About the role**

EWB Fellows have played a major role in developing LishaBora's strategy and will continue doing so. Fellows will get a hands-on-experience working in a young and dynamic social enterprise whose work directly benefits smallholder farmers in Kenya.

As a Software Engineer for LishaBora, your responsibilities will include:

- Building a second prototype of LishaBora's homegrown enterprise system:
  - Customer Service → e.g. cow-level alerts, order tracking, vet care
  - Feed Logistics → tracking feed from mill to cow, optimizing routes
  - Milk Logistics → tracking milk from farm to consumer
  - Staff Productivity → generating sales rep itineraries, logging activities
  - Other → you will assess business needs and add other working areas!
- Building automated reporting structures to make information available to staff
- Field-testing mobile applications with farmers and field staff
- Recruiting and mentoring local talent in performing system maintenance

This job will also require you to:

- Work in a dynamic start-up environment, often taking on new roles and building new skills;



- Contribute actively to discussions on business strategy and vision;
- Dedicate time to building up team members and sharing skills;
- Build strong working relationships with farmers, milk brokers, and other value chain actors in order to assess and service their technology needs;
- Engage with smallholder dairy farmers in communities throughout Central Kenya;
- Occasionally step in cow dung;
- Work quickly, implement imperfectly, and iterate forward;
- Have a sense of adventure;

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

### **Skills & Qualifications**

Since LishaBora is still small and early stage, we are looking for someone who is:

- Able to work in an open and small business setting, often collaborating with colleagues on various different aspects of their job;
- Be personable and easy to get along with. Since working closely with the members of the team is important, so too will be getting along with each other;
- Work with other people to help with different aspects of the company and business. While Software Development is the focus of the position, your advice and input will be important in every other aspect of the company as well;
- Excited about doing something new and impactful that no one has ever done and that could change the lives of thousands of people. We are small now but we are part of a multi-billion dollar industry with millions of customers;
- Both willing to roll up the sleeves when necessary and have fun, laugh and enjoy life as much as possible.

Specifically, we are looking for the following skills (**or the ability to learn them quickly!**):

- Experience in Software Engineering or like field;
- Proficiency in structuring databases (FireBase or MySQL);
- Comfort in mobile development (Android or iOS);
- Experience and intuition in designing an empowering user interface;
- Strong writing skill and the ability to articulate technical concepts to laypeople;
- English as a primary language;
- Social personality and eagerness to interact with lots of people.



NOTE: It is not necessary to arrive equipped with ALL of the above skills, but you must demonstrate an ability to rapidly sharpen them up and put them to practice in your placement.

Extra assets we are also looking for:

- Experience in enterprise systems;
- Experience in logistics, sales, or agriculture;

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 that is provided after completion of 12 month contract. 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 "Software Engineer–LishaBora", submit your CV/Resume to [ltfrecruitment@ewb.ca](mailto: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](#)