EWB Long Term Fellowship
Software Development Manager - LishaBora

Role: Software Development Manager
Venture: LishaBora Ltd.
Website: www.lishabora.com
Location: Thindigua, Kiambu County, Kenya
Start Date: Training beginning May 7th, departure for placement May 27th, 2018
Duration: 3 weeks of training in Toronto, 12 months in Kenya

About Engineers Without Borders Canada (EWB)

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.

About 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 and is based in Thindigua, Kiambu County, Kenya.

About LishaBora

LishaBora ("Feeding 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 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. More recently, since mid-2017, in contrast with conventional feed suppliers who partner solely with large formal cooperatives,

LishaBora has started focusing on where the bigger problems lie; the informal sector which represents ~80-90% of the total market. With more than 1.1 million smallholder farmers selling their milk to informal dairy traders, this untapped market represents immense opportunities. However, it is fragmented, hindering both the growth and scalability of farmers and dairy traders. Unlike in the formal sector, farmers in the informal market suffer from:
- low quality inputs;
- no financial history and poor cash flow; and
- lack of training and services.

On the other hand, by being informal, dairy traders suffer from:
- poor and unscalable operations;
- unreliable market; and
- unorganized and manual practices.

At LishaBora, we therefore asked ourselves: how can we give farmers operating in the informal market the added benefits of the formal sector while making dairy traders competitive and scalable? We partner with informal dairy traders to give farmers better feeds, better services, better information, and better lives. We connect and integrate inputs and services across the informal dairy value chain through our platform so that farmers can access what they want when they need it without worrying about cash flow. We digitize dairy traders and co-manage their farmers' outputs through our business management mobile application. All trader-farmer transactions are recorded on the app and our products are sold through the app. Farmers are paid either by bank or mobile payments and build up their financial history and credit score. This digitization provides dairy traders with the analytics and metrics they need to make their business competitive, scalable, and data-driven and farmers with access to financial services they did not have before.

We believe that our business management mobile app model has the potential to not only change the informal dairy sectors in Kenya but also scale up beyond it and serve many other informal sectors across the developing world.

About the Role

EWB Fellows have played a major role in developing LishaBora's strategy and technology 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 LishaBora's Software Development Manager, you will be leading the second phase of development of and scale up our homegrown enterprise management software and mobile application. At LishaBora, your work will range from coding on your own, to eventually managing a team of technical and non-technical staff. Furthermore, your responsibilities will include:

- Further build LishaBora's mobile application, web interface, database, and business analytics system.
- Enhance the UI/UX (user interface / user experience) of our current mobile app through field testing with end-users (i.e. traders) and LishaBora employees.
- Manage LishaBora's software development team, which may include, locally or remotely, coders, app testers, designers, etc.
- Explore and develop new features such as:
  - Credit scores → calculating credit scores for farmers and traders based on data gathered through our app
  - 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!
- Build automated reporting structures to make information available to staff.
- Field-test mobile applications with traders, farmers and field staff.
- Recruit and mentor local talent in performing system maintenance.
- Identify and test long-term growth strategies and needs with regards to scaling up LishaBora's mobile technology.

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, dairy traders, 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!**):

- Education and/or experience in Software Engineering, Computer Science or like field;
- Proficiency in structuring databases (FireBase or MySQL);
- Comfort in mobile app development (Android);
- Experience and intuition in designing an empowering user interface;
- Strong writing skill and the ability to articulate technical concepts to laypeople;
- Professional proficiency in English;
- 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 think would also be valuable:

- Experience and/or education in data science / business analytics;
- Experience in enterprise systems;
- Experience in logistics, sales, or agriculture.

Please note: You must be a Canadian citizen, permanent resident, or landed immigrant 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. It is not likely that you will be able to use the stipend to cover previous expenses (ex. student loans). However, EWB will do its best to support you in extending the non-repayment period on student loans if necessary.

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 Development Manager - LishaBora", 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 refer to our website.