

OUR VALUES

Family	Ownership	Opportunity	Tomorrow
Authenticity, Teamwork, Integrity	Persistent problem-solver	Develop yourself, the team and the brand	Ideas to build the future

JOB OVERVIEW

You will love this job if you are a confident leader and a well-organized operations wizard with a performance mindset.

Job Title: Country Director Kenya

Department: Management

Duty Station: Kenya, Nairobi

Reports To: Chief Commercial Officer / Interim: Regional Director

Type: Full Time

Job Purpose:

Jibu is looking for a Country Director that will lead the Jibu Brand to growth and profitability in Kenya. The Country Director will manage the team and steer the franchise network to serve the Kenyan communities with safe and affordable drinking water at highest customer experience standards.

The Country Director will lead a high capacity leadership team to drive results around the KPIs of growth, expansion and profitability while operating within the standards of Jibu's franchise system.

Supervision Received: This position works highly autonomously and reports directly to the Regional Director

Duties & Responsibilities:

- Develop and execute the business plan and profit & loss ownership
- Performance management of all staff directly employed by Jibu Kenya
- Effective project management
- Regular performance analysis and concise and precise performance reporting including budgetary control
- Grow the brand in line with the operating standards of the company
- Steer the franchise network to adopt Jibu's operating system and represent the brand in line with the compliance standards (Quality, Customer Experience, Brand, pricing, product and others)
- Establish commercial partnerships and ventures within all markets to drive success of the business
- Resource planning in compliance with budget guidelines of business needs within Kenya and other markets supported by the Kenya Operating Company, such as Jibu Tanzania
- Observe market trends, risks and opportunities and be react quickly to stay ahead of the curve
- Franchise network expansion
- Manage key stakeholders and regulators to enable efficient the business plan execution

Team engagement and company growth

- Be fast, hands-on, and come with an ownership mentality
- Lead by example, be reliable, accountable and productive
- Be honest, reliable and dedicated
- Bring the energy and stamina to go far with Jibu and join us in building a unique success story

Experience Requirements

- A proven record of success and expertise in a growth environment
- Experience in sales and business development in Kenya
- Excellent relationship management and a partnership mentality
- Entrepreneurial, proactive, and able to operate under minimal supervision.
- Demonstrable experience in leading teams
- Able to track, prioritize, and drive multiple concurrent projects to success.
- Able to communicate and present information to executives, teams and partners in a way that motivates action and quick decision making.
- Willingness to work non-standard hours to accommodate time zones

Culture Fit Criteria:

At Jibu, we do not recruit based CVs only, we look for a candidate with the right attitude, hunger for success and talent.

- A self-starter and initiator with an intrinsic motivation to perform
- Highly motivated to *Get Things Done* in an autonomous and independent matter
- Strong entrepreneurial and business instincts
- Proficiency with Microsoft Office suite including Excel, Word and Powerpoint and Google Workspace

Internal Interfaces:

- Jibu Kenya employees
- Jibu Execs and Global Team

External Interfaces:

- Franchise Network in Kenya
- Partners in Tanzania and Zambia
- Regulators and stakeholders

Interested? Please apply by expressing your interest and a link to your LinkedIn or CV to jobs@jibuco.com with the subject line, "Country Director Kenya"