

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 succeed in this Job if you are a strong leader with vast experience in Africa able to prioritize and strategise well to fuel growth.

Job Title: VP, Commercial (VPC)

Department: Global

Duty Station: East Africa (Nairobi, Kigali, or Kampala)

Reports To: Chief Executive Officer

Type: Full Time

Job Purpose:

Jibu is looking for a VPC who will focus on growth and sustainable commercial success of all Jibu markets across Africa. The VPC will work closely with Regional Directors and Country Directors to manage the P&Ls of all operating companies and drive the country specific growth and profitability strategy. Furthermore, the VPC will work with the Area Master Franchisees (AMF) in different countries and be the key relationship manager to them to ensure their business growth.

The VPC collaborates with the Chief Financial Officer and Chief Franchise Development Officer to ensure all Jibu operations are in line with the financial goals and the Franchising Operating System of the brand.

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

Duties & Responsibilities:

- Performance management across all markets
- Manage the Country Directors/P&L owners of Uganda, Rwanda, Kenya, DRC, South Sudan and Ghana and achieve growth and profitability targets
- Grow the brand in line with the operating standards of the company
- Implement the marketing strategy of the company across all markets
- Manage the relationship and performance of all AMF markets (currently Tanzania, Burundi, Zambia, DRC)
- Lead the annual business planning in conjunction with the budgeting process
- Establish commercial partnerships and ventures within all markets to drive success of the business
- Observe market trends, risks and opportunities to adapt business as needed
- Steer compliance with business plans and budgets and facilitate regular reviews of actual performance
- Manage key stakeholders and regulators to enable efficient the business plan execution

Team engagement and company growth

- Be strategic, decisive and prioritize well
- Be a naturally influential leader, hold people accountable, and build trust amongst AMF & OpCo leadership teams
- 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 achieving sales and growth targets as the operational leaders
- Experience in at least 5 out of the 9 Markets that Jibu is currently present in.
- Experience in managing multiple P&Ls and making mature business decisions to leverage the impact on each dollar spent in line with the franchising philosophy of reduced overhead costs at scale
- Leadership experience and able to inspire, motivate and mobilize diverse teams to achieve a common goal
- Balance assertiveness with a partnership mentality as the AMF Partner focal point
- Entrepreneurial, proactive, and able to operate under minimal supervision.
- Able to track, prioritize, and drive multiple concurrent projects to success.
- Willingness to work non-standard hours to accommodate time zones
- Willingness to travel (expected travel in this role is 50-70 % of the time)

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 mature leader, able to carry the weight to enable her team to perform and thrive
- 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
- Perfect written and spoken English and knowledge, knowledge of French is a plus

Internal Interfaces:

- Operating Companies
- Executives

External Interfaces:

- AMF Partners
- Regulators and stakeholders
- Potential partners

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