

## Consulting Manager

### **About Karisimbi Business Partners**

Karisimbi Business Partners (KBP) is a socially motivated management consulting and investment services firm focused on mid-market enterprise development. Delivering solutions for the challenges facing companies in Rwanda and the surrounding region, KBP works directly with promising ventures to ensure business strategy, management and resources are aligned for company growth and success. Operating across sectors including Agri-processing, ICT, Professional Services, Media, Manufacturing, and Private Equity, Karisimbi Partners works alongside the management teams of those businesses with potential to drive growth in key industries, expand employment, transfer knowledge and contribute to the economic development of the region.

*Karisimbi Partners brings an owner's commercial discipline, long-term on-the-ground commitment, and foundational social motivation to every engagement.*

### **Position Description**

We are seeking a Consulting Manager to join our growing team of local and expatriate consultants who can provide leadership across project delivery, business development, staff management, and company operations. Functionally, the candidate must demonstrate ability to understand and meet the needs of current and prospective clients operating in this geography, across multiple industry sectors and the traditional consulting disciplines including Strategy, Operations, Financial Modeling, Writing, Process, People and ICT. This role works alongside other leaders in the firm and reports to the firm's Director and Managing Partner.

### **Qualifications**

The ideal candidate will have at least ten years of success with increasing levels of business responsibility across a broad range of roles and responsibilities in more than one industry. Experience with large corporations, small start-ups or family-run businesses is a plus. Facility across marketing, finance and operations is important, especially in rapidly evolving, information-sparse business environments. Excellent relationship building skills at all levels is a critical requirement. The successful candidate will be able to communicate with varying audiences in the public and private sectors. He or she will be able to write in concise, yet informative English, with a natural ability to quickly identify key questions, assumptions and challenges across different industries and business cases. Demonstrated analytical ability is required and advanced Microsoft skills would be significant plus. Experience at a top-tier management consulting firm is highly valued, as is an MBA from a top-tier business school.

Business development via one-on-one relationships is an important aspect of the consulting Manager's roles and responsibilities. Bringing an existing network of investors, international organizations or firms that operate or intend to operate in East Africa would be highly valued.

The Manager will partner with peers to supervise day-to-day aspects of running a small and growing consulting and investment company, to include: project delivery, accounting, finance, legal, human resources, administration and logistics.

Additionally, fluency and advanced speaking and writing in English language is required. The ideal candidate will also have advanced French or other East African language.

### **Location**

The candidate will be based in Kigali, Rwanda, and will collaborate with partners and associates based in different locations in the region as well as the US and Europe. Limited travel within the region and outside the continent would be required for the purposes of business development and project delivery.

### **Commitment**

A Manager with *Karisimbi Business Partners* would need to make at least a three-year "emotional" commitment to the position. This would not be a contractual obligation but would need to be an explicitly communicated intention of the candidate.

A critical deciding factor for a Consultant to join *KBP* will be his or her sharing the vision, mission and values of *Karisimbi Partners*. Additionally, it will be important to

- *Our Vision:* To alleviate poverty, improve communities, shape industries and inspire others... one business at a time
- *Our Method:* To establish excellent, effective and sustainable management capacity for high-impact Rwandan ventures
- *Our Motivation:* The love of Christ compels us to use our best where the need is greatest

establish compatibility with the team already in place.

### **Compensation**

One of the fundamental aspects of *Karisimbi Partners'* business model is leveraging capable local and expatriate business people for the benefit of East African businesses. The employees in *Karisimbi Partners* serve at below market rates for similarly trained and qualified people working in western geographies. This economic scenario is one of the reasons so few are doing what *Karisimbi Partners* is doing. The socio-economic impact of this work offers significant benefits above and beyond financial or other forms of compensation. Additionally, the opportunities made

available to manage and lead businesses is beyond the level of responsibility traditionally offered for this role.

Compensation is set using a baseline derived from the middle-class expatriate's cost of living in Kigali (to include transportation, housing, health insurance, as well as school fees for children or annual travel back to home country if appropriate). There is potential for additional compensation depending on the candidate's circumstances. Employees and Partners share in company profits.

To apply, please send your CV and a cover letter with references to [info@karisimbipartners.com](mailto:info@karisimbipartners.com) explaining why you would be suitable for the role.