



# FORESTRY DEVELOPMENT TRUST

## UENDELEZAJI MISITU TANZANIA

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## JOB DESCRIPTION- MARKETS MANAGER

### BACKGROUND AND PURPOSE

The Forestry Development Trust was established by the Gatsby Charitable Foundation in 2013 as an independent Tanzanian institution with a long-term vision for development of the commercial forestry sector. The Trust aims to support the sector to improve the supply of higher-value wood products and energy from sustainable sources, while securing the long-term competitiveness of smallholder tree production and medium-to-large scale processing. The Trust works with public and private sectors to improve the quality and availability of forestry-related services and industry functions, such as improved tree planting material, nursery and silviculture training, small grower marketing, market and policy research and stakeholder coordination.

FDT has national scope but will initially focus activities in the Southern Highlands, where 60,000 people are already growing trees. More information can be found at <http://forestry-trust.org/about-us/>

The Trust has recently revised its strategic focus, which emphasises the sustainability principles of market systems development and embodies the 'Gatsby sector transformation approach' that entails working with market players to build the inter-related building blocks of competitiveness, inclusiveness and resilience. In addition to maintaining momentum in traditionally strong areas of Tree Improvement and Tree Grower Services, the Trust has identified three areas of focus under a third component, Markets: small grower marketing; industry coordination; and spatial planning tools.

Reporting directly to the Trust Director and a member of the Management Team, the Markets Manager will lead this component of work in order to help ensure the Trust fulfils its aims. The position will help to define and shape strategic direction, oversee implementation delivery, provide team leadership and manage resources under his/her stewardship.

**Job Title:** Markets Manager.

**Reporting:** The position reports to the Trust Director.

**Linkages:** The position will be a member of the FDT Management Team. Internally, the position will work most closely with other members of the Markets component but will involve working relationships with Strategy, Monitoring and Learning department and other components responsible for Genetic Resources and Tree Grower Services (especially with regards to work on small grower marketing). Externally, the position will forge and strengthen relationships with a wide range of public and private sector players, including engagement with FDT's Advisory Panel.

**Location:** The role is based in Iringa, Tanzania, with potential travel around Tanzania and occasional travel within the East Africa region.

## MAIN DUTIES/KEY RESPONSIBILITIES

The Markets Manager will:

- Manage the Markets component including effective line management of team members, value for money in the use of resources, implementation of organisational policies, and fostering a culture of integrity and professionalism;
- Provide thought leadership and innovation to further shape the strategic direction of the Trust's work on markets;
- Oversee the effective planning, organising, staffing, directing, controlling and reporting functions necessary to ensure high quality and timely delivery of activities targeting beneficiaries, *including work scheduling, budget development, team resourcing and managing third party consultants*;
- Develop and manage senior-level relationships with Tanzanian government and private sector;
- Enable the Trust to become a flexible, learning organisation that adapts and improves through the development and implementation of monitoring and learning activities;
- Maintain close communication with the Trust Director and members of Senior Management;
- Any other task(s) that arise from time to time that would reasonably be expected to be undertaken in order to ensure effective management of the Markets component.

The Markets Manager will be responsible for overseeing and/or directly implementing the following specific areas of work planned under the Markets component:

- Small grower marketing: Generating interventions that bring short-term income generating gains to small farmers at harvest, potentially including market information systems, woodlot valuation skills and services, small diameter processing and aggregation services.
- Industry coordination: Support to enhance coordination, information and policy engagement efforts within different value chains and stakeholder groupings.
- Spatial planning tools: Engaging with government and private sector to facilitate the development of cost-effective remote sensing and other spatial information services.

## PERSON SPECIFICATION

### EXPERIENCE

- Experience in implementing market-based solutions within large-scale sector development programmes; and/or experience of managing interventions to enhance sector competitiveness
- Comprehensive understanding and experience of designing inclusive mechanisms to address market and policy constraints faced by private and public sector actors of all scales (e.g. small to medium-scale tree growers, industrial public and private forestry operations, SME processors, tree grower and industry associations).
- Experience and understanding of business investment decisions and development of public-private arrangements.

- Proven experience of influencing senior level public and private sector decision makers and communicating to a variety of audiences and media.
- Strong leadership and people management experience demonstrating the ability to translate ideas into actions, monitor multiple work streams, and a strong track record of successfully managing a multi-disciplinary team and consultants.
- In-depth experience and technical skills and experience in commercial forestry (e.g. tree improvement, silviculture, small holder marketing, out grower schemes, wood processing and value addition, standards development, forest policy).

## SKILLS AND COMPETENCES

- Strong strategic thinking skills and good judgment – ability to reflect on the variety of likely impacts or outcomes from an activity and to determine pragmatic approaches to getting results.
- Excellent interpersonal, diplomatic and persuasive skills – able to build a strong rapport with senior level public and private sector stakeholders and be comfortable negotiating relationships.
- Planning and executing skills with the ability to designs, implement, manages and monitor activity plans linked to strategic objectives
- Powerful analytical skills with the ability to interpret complex and conflicting information, with skills in business model development or economic/financial modelling an added advantage.
- Strong teamwork, management and leadership skills with the ability to create a high-performing team.
- Good coaching skills to improve the functioning of market actors while keeping ownership of the improvement process in the hands of the market actors.
- Strong understanding of the political dynamics that exists within the forestry market and its role on industry and policy.
- Creativity and the ability to generate innovative solutions to evolving situations during the delivery process.
- Shows integrity, professionalism in all stakeholder and internal engagements; empathy with the mission and values of the Gatsby Charitable Foundation and the Forestry Development Trust.
- A self-starter with plenty of energy, able to meet deadlines under pressure and balance conflicting and changing priorities.
- Excellent written and verbal communication skills in Kiswahili and English.
- In-depth working knowledge of Excel, Word and PowerPoint software, with advanced skills in IT a desirable asset.

## QUALIFICATIONS

- A minimum of eight years' relevant work experience, e.g. in private sector consultancy, development consultancy or development project management at a senior level.
- A minimum of four years' work experience at managerial level, with demonstrable experience and understanding of smallholders.
- Higher education qualification in Economics, Forestry, Agriculture or Business.

## SALARY AND BENEFITS

- FDT will pay a competitive salary based on skills and experience.
- A one-year contract will be offered, renewable depending on performance and funding.

## HOW TO APPLY

To apply for this post, please complete the following information:

- An up-to-date curriculum vitae/resume (of no more than 2-3 pages)
- A detailed statement (of no more than 2 pages) explaining why you are interested in this post with FDT and how your skills and experience make you suitable.

The above information should be sent to the HR Manager by email [fdt-hr@forestry-trust.org](mailto:fdt-hr@forestry-trust.org). Please indicate which post you are applying for in subject line, e.g. Application – Markets Manager. FDT will only inform shortlisted candidates.

## EQUALITY STATEMENT

Equality and diversity are at the core of Gatsby and FDT's values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.