



Impact Carbon - Job Description	
Job Title	Country Manager
Department	Global team
Reports to	Regional Director
Location	Abuja, Nigeria
Start Date	ASAP

About Us:

Impact Carbon is a social enterprise that has helped provide access to over 650,000 improved household cookstoves in Africa, saving households an estimated USD \$365m in fuel expenses. We co-authored the methodology for crediting cookstoves and are one of the longest-standing ventures in the sector. Our model is distinguished by the fact that we work exclusively with domestic manufacturers with an aim to build their capacity and extend their reach so that affordable, energy-efficient stoves are available to millions of households. Improved cookstoves save money, time, and the environment, and provide a meaningful opportunity to contribute to national and international carbon emission reduction targets as part of the Paris Agreement.

The company currently operates in Nigeria and Uganda and provides active and ongoing technical assistance to its manufacturer partners to improve stove efficiency, quality, affordability, and accessibility. In the next five years, Impact Carbon aims to deliver over 1m new improved cookstoves, virtually tripling its global impact.

Job Description:

We seek an experienced business leader with a strong entrepreneurial drive to lead and manage Impact Carbon's Nigeria operations. The Country Manager (CM) will be responsible for helping to develop the growth strategy for the Nigeria office and lead its implementation, including all financial, administrative, and operational management. The CM will line manage a team of approximately 5 full-time staff and dedicate the majority of their time toward building out Impact Carbon's new stove distribution company, with a national scope. The CM will serve as the day-to-day point of contact for Impact Carbon's manufacturer partners in Nigeria as well as the primary point-of-contact for key national stakeholders.

As Country Manager, you will:

- Lead and manage our new stove distribution subsidiary in Nigeria (to complement the existing manufacturer-to-end-user sales channels), including:
 - Defining and implementing appropriate regional sales and distribution strategies
 - Identifying new sales channels
 - Ensuring the accuracy of sales information
 - Managing all sales staff, providing hands-on support and leading by demonstration
 - Leading compliance with Impact Carbon's zero-fraud policy; actively spot-checking costs and taking remedial action promptly and consistently, as needed
- Strengthen Impact Carbon's support to its Nigerian manufacturer partners, including:



- Increasing their capacity (finance, admin, HR, operations) via ongoing technical assistance, hands-on training, coaching, and mentoring, and targeted financial investments to support sustainable growth
- Strengthening national sales and distribution for each partner's stove brands
- Identifying new funding opportunities for our manufacturer partners
- Manage 5+ full-time staff; hire, train, and terminate new workers as needed
- Define department (sales, finance/admin, carbon compliance) and team-level goals, ensuring full attainment with significant hands-on involvement
- Represent the company to a diverse group of clients and stakeholders, including business partners, NGOs, and various levels of government
- Work with the Regional Director (RD) to develop and execute responsive and appropriate operations management systems (procurement, inventory, sales, carbon compliance, customer service, impact measurement)
- Ensure the accuracy of the carbon sales database via timely data capture for all stoves produced and sold; effective support to host annual in-country carbon finance audits
- Cultivate an entrepreneurial culture that develops and implements ideas in support of innovation and scale
- Produce satisfactory business performance reports (monthly, quarterly, and annual)
- Demonstrate professional growth potential and ability to assume greater levels of responsibility over time

As Country Manager, you will report to the RD and have a direct mandate to drive the work forward. You will be supported by the Director of Global Development (based in the US) in carbon finance field requirements and other programmatic areas as needed, and be a member of Impact Carbon's global leadership team from day #1.

Location and Travel Requirements

This position will be based in Abuja, Nigeria with regular domestic travel expected and some international travel (possible visit to the Kampala or US offices).

Experience and Skills Required

- Ability to think and work at scale
- 5+ years of progressive experience leading and/or managing business operations in challenging environments
- Experience in the social enterprise sector in Sub-Saharan Africa is preferred
- Experience with CRM software and database management is preferred
- Strong leadership, analytical and organizational skills
- Strong interpersonal, cross-cultural, active listening, writing, and presentation skills
- Excellent intellectual credentials combined with strong emotional intelligence skills
- English proficiency with 100% fluency; additional language skills are welcomed
- High levels of integrity

Compensation:

Compensation is competitive and will include performance-based earning potential and other relevant benefits for qualified candidates.



How to Apply:

Please email a one-page cover letter and CV to Shortlist, the firm that is leading this recruitment for us, and send your message to Ms. Aditi Banerjee at aditi@shortlist.net

Use the subject "Country Manager - IC" in all e-mail correspondence. Applications will be accepted until the position is filled and will be reviewed on a rolling basis.

Impact Carbon is an equal-opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.