



Impact Carbon - Job Description	
Job Title	<b>Regional Director</b>
Department	Global team
Reports to	Chief Operating Officer
Location	Kampala, Uganda
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 Uganda and Nigeria 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 Africa-based operations. The Regional Director (RD) will be responsible for developing and executing the growth strategy for the Uganda and Nigeria offices, as well as all financial, administrative, and operational management. The RD will line manage a team of approximately 6 full-time staff in each country. The RD will also serve as the primary point of contact for Impact Carbon's manufacturer partners as well as all key national stakeholders.

As Regional Director, you will:

- Lead and manage Uganda and Nigeria operations with full profit and loss (P&L) responsibility
- Lead the tactics to increase improved cookstove sales in Uganda and Nigeria including:
  - Increasing the capacity (finance, admin, HR, operations) of our manufacturer partners 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 scaling access to improved cookstoves
- Launch an Impact Carbon stove distribution subsidiary in Nigeria to complement the existing manufacturer-to-end-user sales channels
- Manage combined country staff of 12+ members; hire, train, and terminate new workers as needed



- Define department 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
- 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 Regional Director, you will report to the Chief Operating Officer (COO) and have a full and direct mandate to drive the work forward. You will be supported by the Director of Global Development in carbon finance field requirements and other programmatic areas as needed. You will also interface with the CEO as part of global strategy and work planning.

#### **Location and Travel Requirements**

This position will be based in Kampala, Uganda with regular one-week work trips to the Abuja office, totaling an estimated 8-10 weeks per year. Domestic travel in Uganda will also be required as will the occasional international trip to Impact Carbon's US offices.

#### **Experience and Skills Required**

- Ability to think and work at scale
- 8+ 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](mailto: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.