EXECUTIVE SEARCH FOR
CHIEF OF FIELD OPERATIONS
LOCATION: NAIROBI, KENYA
OUR GOAL:

END EXTREME POVERTY IN AFRICA’S DYLANDS

BOMA is working to lift 3 million people out of extreme poverty — defined as living on less than $1.90 per day — by 2027. Our mission is to provide the people and governments of Africa’s drylands with economic inclusion programs that increase resilience to multiple crises.

Founded 15 years ago to eliminate extreme poverty among pastoralist women in Kenya, BOMA has since transformed the lives of more than 350,000 women, youth and refugees in multiple countries. BOMA stands out for its focus on last mile populations of the drylands of Africa, who are most at risk to shocks from climate change and COVID-19, tech savvy and data driven approach, impressive graduation rate, and 99% local structure based in Africa.

BOMA’s poverty graduation approach — the Rural Entrepreneur Access Project, REAP — empowers women, youth, and refugees by mapping the barriers to overcoming extreme poverty and then implementing a series of sequenced interventions with a defined exit strategy. Upon graduating from REAP, participants report marked increases in wellbeing, resilience to shocks, and quality of life:

- **147%** increase in income
- **1400%** increase in household savings
- **210%** return on investment
- **99.34%** households eating 2 meals/day
- **99%** in business 2 years later
OUR APPROACH:

RURAL ENTREPRENEUR ACCESS PROJECT [REAP]

The Rural Entrepreneur Access Project (REAP) is BOMA’s original 24-month model that “graduates” families out of extreme poverty through a six-stage process:

TARGETING

Community-led development is — and always will be — part of BOMA’s core values. We identify new BOMA participants through a three-pronged approach entailing community consultation, ranking through BOMA’s unique targeting tool, and baseline surveys conducted by trained, independent enumerators.

TRANSFER

Each business receives a seed capital grant of $200 to launch the enterprise. A second, performance-based conditional cash transfer of $100 is distributed at six months, following a satisfactory progress report by the Mentor. As of 2021, all cash transfers are now done via mobile money.

TRAINING

Mentors provide training and coaching throughout. Financial training sessions cover supply and demand, profit and pricing, record keeping, marketing, savings, borrowing lending, planning for long-term expenses, and investing. Life-skills sessions include household decision-making, the importance of educating children, family planning, natural resource management, and women’s rights.

MENTORING

A BOMA Mentor assembles business groups of three qualified women and helps them launch their businesses, then visits each business monthly to provide ongoing support. Mentors are a key aspect of BOMA’s program delivery and contribute powerfully to the success of our participants.

SAVINGS

At six months, Mentors assemble 3-5 business groups into savings associations, whose members meet monthly to deposit or withdraw savings. Mentors work with each group and deliver micro-trainings for the remaining 18 months. These savings can prove critical in helping participants weather shocks like drought or disease.

LINKAGES

All BOMA savings groups are registered with County Social Services, facilitating their ability to open a bank account and access formal financial institutions and services. Depending on access, BOMA also helps participants open personal bank accounts. All BOMA participants are provided with a mobile phone and connected to M-PESA, a mobile money-transfer service.

REAP is cost effective and the evidence of impact is clear, with more than 350,000 lives transformed since 2009. Today, BOMA is partnering with governments, NGOs, and research & advocacy organizations to incorporate REAP into social protection and humanitarian response systems to reach three million people across nine countries by 2027. So far, BOMA’s basic REAP model has been adapted for nutrition objectives as well as for new populations including refugees and youth.
2021 was a breakthrough year for BOMA, including the adoption of a new strategic plan which will guide our organization through 2027. To achieve the ambitious goals we’ve targeted, BOMA is embracing the following objectives in coming years:

**ADAPTING TO NEW POPULATIONS**
BOMA’s focus is evolving to emphasize resilience-building programs for vulnerable populations including women, youth, populations impacted by climate change & COVID-19, refugees, and internally displaced persons (IDPs).

**EXPANDING TO NEW COUNTRIES**
BOMA is expanding to new countries through Direct Implementation, Government Adoption & Strategic Partnerships. Targeted countries include Nigeria, Chad Ethiopia, and Burkina Faso with strong criteria and rigorous due diligence.

**HONING REAP FOR SCALE**
To expand at this scale, BOMA will place a new emphasis on Government Policy Influence, outline a structure for Multi-Country Expansion, and pursue the development of a Center for Poverty Graduation and Resiliency Excellence.

**BUILDING A DELIVERY STRUCTURE**
BOMA’s model is being optimized for adaptability and affordability. Areas of focus include reducing per-participant costs, diversifying financial and market linkages, bolstering research and evaluation, and continued innovation through Performance Insights.

**INVITING SUPPORT FOR OUR WORK**
Mackenzie Scott’s investment offers an unprecedented opportunity to invite support from funders. To reach 3 million by 2027, BOMA will need at least $90 million for program delivery, structural capacity costs, and breakthrough investments.

**BOLSTERING TEAM BOMA**
BOMA will strive to optimize our “Africa-centric” organization with a highly-effective leadership team and county management teams.
ABOUT THIS ROLE

The Chief of Field Operations will lead BOMA global operations across multiple countries, providing strategic and inspirational leadership to BOMA’s Africa employees to deliver measurable results in reaching 3 million people in the ASALs of Africa by 2027. The Chief of Field Operations will oversee the critical expansion of BOMA in Kenya as well as emerging countries in Ethiopia, Uganda, and Nigeria.

In partnership with the CEO and ELT, the Chief of Field Operations will implement BOMA’s global strategy implementing the REAP program throughout Africa through strategic partnerships and government adoption. The Chief of Field Operations will provide functional leadership scaling, standardization, and management across Country Directors and Training Development and Delivery.

The Chief of Field Operations will serve as a member of the Executive Leadership Team (ELT), contribute to strategic plan, and build organizational capability of operational & impact excellence. As part of this role, the Chief of Field Operations will manage senior staff, and is expected to develop and manage a departmental budget.

BOMA is headquartered in the USA and Kenya, this is a global position based in Nairobi, Kenya. Travel to the USA, within Kenya and other countries will be required for meetings with partners, donors, senior staff, and the board of BOMA.

Reports to: BOMA CEO

Supervises: Country Directors, Training & Capacity Development
PRIMARY RESPONSIBILITIES

Global Operations – 60%
1. Develop, execute, and drive overall strategy and impact for BOMA’s portfolio of country-level work in line with established BOMA vision
2. Lead and manage country teams to ensure learning, coordination of strategies and activities, and decide on resource allocation in support of overall portfolio strategy
3. Lead and manage Training & Development teams, ensuring excellence in instructional design, curriculum development, and tools
4. Guide and supervise continued development and implementation of country strategies by country teams, monitor progress against impact, ensuring high level of quality and operational excellence
5. Monitor progress and ensure alignment, consistency, and coordination across portfolio of countries, expand best practices into regional and global strategies
6. Develop guidelines for BOMA’s in-country support related to technical assistance and evaluations in collaboration with relevant teams
7. Ensure alignment with Chief Scaling Officer and Strategic Partnerships efforts
8. Build and maintain operational systems that ensure proper administrative support for programs

Training and Capacity Development – 20%
1. Adapt adult learning to each program, oversee curriculum and tool development for each BOMA program
2. Ensure that BOMA delivers on all its contractual program obligations, ensuring program delivery hits all targets on budget and on time
3. Ensure effective, transparent use of resources in compliance with BOMA and donor policies/procedures
4. Identify and flag any emerging challenges and opportunities and provide feedback to program design
5. Ensure that all program activities operate consistently and ethically within BOMA’s mission and values

Other duties - 5%
1. Support the CEO and the board through the process of the development, adoption, operationalization, roll out and tracking of the new strategic plan
2. Support the CEO and the ELT through the process of organizational change-management as the strategic plan, new partnerships and new projects require BOMA’s people and systems to work in new ways
3. Represent BOMA at various public events as requested
4. Support the CEO, board and other team members in other mission critical needs as identified and prioritized by the CEO for the growth and the benefit of the organization
PRIMAR Y RESPONS IBILITIES [CONTINUED]

Team Development (-10%)
1. Coach senior-level staff to manage and develop high-performance teams and develop and implement program strategies focused on impact and results.
2. Assist senior program managers with information, tools, and resources to improve performance & reach objectives.
3. Promote accountability, communicate expectations, and provide constructive feedback informally and formally via regular one-on-ones and performance reviews.
4. Create and sustain a work environment of mutual respect where project and regional managers strive to achieve excellence.

As part of the leadership team: (-5%)
1. Support organizational decision-making to reflect BOMA’s mission and values.
2. Support BOMA’s strategic planning processes and regular performance assessments with a focus on programs.
3. Drive BOMA’s effort to deliver on its annual program impact and milestone goals to support scaling.

Metrics:
1. Delivery and implementation efficacy
2. Resource management
DESIRED QUALITIES

• Bachelor’s degree or equivalent in business administration, program management, social science, human resource management, international development, or another relevant field. Master’s degree preferred.

• 10-15 years of strong general management experience, converting strategy into effective execution with demonstrated ability to scale program efforts. Experience with global program development related topics a plus.

• Proven record Strategic leadership, transforming ideas and relationships into concrete high-impact outcomes and partnerships, preferably in a nonprofit setting.

• Season spokesperson and communicator with multilateral institutions, public and private stakeholders, INGOs, and government.

• Effective leader with proven record of coaching, mentoring, and building diverse, inclusive teams

• Passion for BOMAs mission and servant leadership with high EQ

• Demonstrated attention to detail, ability to follow procedures, meets deadlines and work independently and cooperatively with team members.

• Previous experience working in Africa is strongly preferred.

• Fluency in written and oral English is required.
MEET THE SEARCH TEAM: SRI EXECUTIVE

SRI Executive is an Executive Search, Leadership and Strategy consulting practice specialising in international development, Global Health, Sustainability, Development Finance and Education sectors. We have partnered with more than 300 organisations to place and support exceptional leaders and develop future-ready strategies that lead to impact. We bring in-depth expertise, an exclusive network and tailored approach to our service so that in Executive Search, organisations are introduced to leaders who have the balance of behavioral and technical skills to succeed in shaping a better world. In Strategy, our teams are purpose-built with globally respected thematic experts who co-create a roadmap to achieve meaningful global change. In enhancing the capability, capacity, and resilience of mission-driven organisations around the world, we know it comes down to people. **We know who it takes to create lasting impact.**

**Rokhaya Ndiaye**
Lead Consultant
Location: Senegal

**Anne Waithera**
Research Consultant
Location: Kenya

**Bridget Alaimo**
Research Consultant
Location: NY, USA

**Ursula Gallagher**
Lead Consultant
Location: Ireland

**Cherry Ending**
Admin Support
Location: Philippines

We are here to support with queries, updates, and interview preparation throughout this selection process. Please do not hesitate to reach out as needed but know we will be in touch regularly.

**PRIVACY POLICY** Your privacy is important to us. You can view SRI Executive’s Privacy Policy [here](#). Thank you in advance for your cooperation.
How to apply & key steps in the process

1. Application
If you wish to be considered for this position, please forward a copy of your CV in Microsoft Word format, along with any relevant documentation to CFOPS-BOMA@sri-executive.com on or before 08 April 2022. All information will be treated in the strictest confidence. We will revert to you as soon as possible when we have reviewed your application.

2. Screening
During the recruitment process, should you demonstrate sufficient relevant experience, SRI Executive will require your cooperation in completing a Competency Profile. You will also be required to participate in several telephone or video-screening discussions with the SRI Executive team to ensure there is a clear understanding of the Terms of Reference and to ascertain if there is the appropriate alignment (technical and behavioral) between you and BOMA.

3. Shortlist
Based on the screening discussions, SRI Executive will provide a shortlist of recommended candidates to BOMA for further review. Suitable candidates to take forward for first-round interview will then be selected by the hiring committee. SRI Executive will contact suitable candidates and arrange interviews.

4. Interviews
First-round interviews will be conducted by videoconference. Based on the outcome of first-round interview, successful candidates will be invited to participate in a second-round videoconference. An in-person meeting is highly likely before any appointment will be confirmed.

5. References
Please be aware that this appointment will require that you provide us with contact information of three people who are willing to act as a referee, including former direct reports. We will not contact these individuals without your expressed permission.

6. Feedback
After you meet with the BOMA team, we will advise you of their decision and provide feedback. At the selection stage, should you be the preferred final candidate, our client will likely extend to you a letter of intention to offer and that the offer will be subject to a reference from your current employer.

* Please note that this process may be subject to some change.
EXPRESS INTEREST

APPLY BY APRIL 8, 2022
CFOPS-BOMA@SRI-EXECUTIVE.COM

LEARN MORE ABOUT BOMA

BOMA Website
2021 Annual Report
See BOMA in Action