EXECUTIVE SEARCH FOR

CHIEF TECHNOLOGY OFFICER

LOCATION FLEXIBLE WITHIN AFRICA
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OUR GOAL:

END EXTREME POVERTY IN AFRICA’S DRYLANDS

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
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: 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 Technology Officer has complete ownership of and accountability for the delivery and operation of enterprise-wide systems and technology ensuring their alignment with BOMA’s business strategy. As a member of the Executive leadership team, the Chief Technology Officer participates in and contributes to the organization’s overall operations and strategy development, bringing current knowledge and future vision to leverage information technology in business model design, business processes re-engineering, and operational improvements that support the organization’s mission. The Chief Technology Officer, in a collaborative and structured fashion, helps set priorities and sequencing for organizational programs and projects. The position also launches new products, implements new systems, integrates new vendor solutions, and provides direction to cross-functional teams.

BOMA is headquartered in the USA and Kenya. This position may be based in Kenya, South Africa, Nigeria, or another African country. **Up to 50% travel** to Kenya will be required if the successful candidate is not located in Kenya.

**Reports to:** BOMA CEO

**Supervises:** CIO to develop organization
PRIMARY RESPONSIBILITIES

1. Develop and execute an IT strategy that aligns systems and technology to the organization’s growth plan and implements best in class digital transformation and process automation capabilities with an eye towards scalability.

2. Participate in the guidance and direction of the organization as a member of the CEO’s team. Serve as a trusted advisor; build and maintain relationships with other executives to understand business needs; ensure cost-effective delivery of services to meet those needs and respond with agility to changing priorities.

3. As the business scales, recruit, motivate and develop staff as required to meet business needs. Build and lead a world-class systems organization that has a high sense of urgency, is customer-oriented and exceptionally responsive and has the appropriate mix of business knowledge and technical skills required to achieve business objectives.

4. Stay current on new technologies. Provide direction in the organization’s innovation efforts and role in experimenting with new solutions to take advantage of those opportunities.

5. Provides direction and oversight for the design, development, operation, and support of systems, including enterprise architecture management, application management, project management, security and risk management, as well as infrastructure and operations support.

6. Directs the development of vendor sourcing; provides executive oversight for vendor partnership and management and directs the management of the administrative contracts for information services vendors.

7. Directs the development and provide oversight and control of the IT annual operating and capital budgets for to ensure consistency with the strategic objectives and priorities of the plan.
CANDIDATE PROFILE

DESIRED QUALITIES

• Bachelor’s degree, Master’s preferred in Information Systems, Computer Science, Business Administration or related field, or equivalent work experience.

• 10–15+ years of progressive information services/digital transformation experience.

• 10–15+ years of progressive IT management roles (prior CIO, CTO, preferred).

• Proven track record in developing and implementing Tech strategic plans and roadmaps in response to organizational plans, organization design, and development.

• Proven track record in managing distributed multi location or multi country systems and a corresponding distributed organization.

• Experience leading teams of software/technical engineers and guiding cross-cutting teams to buy-in to transformational technology programs.

• Proven track record in implementing project management methodologies tools and techniques in support of organization wide cross functional projects and managing the cross functional project teams.

• Proven track record in establish and facilitating IT governance structures.

• Knowledge of how to leverage open-source technologies and graduate to longer-term, in-house solutions. Ability to build custom architecture and think big picture.

• Strong business acumen and experience with large scale & long-term projects and understand business processes.

• Ability to drive organizational change within IT and beyond into other aspects of the organization.

• Excellent verbal and written communication skills, including the ability to explain technology solutions to business leaders, Board members, and others.

• Direct experience building, designing, or engineering back-end systems.

• Experience in Salesforce, particularly implementation for multi-country programs, is a strong asset.
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 CTO-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
CTO-BOMA@SRI-EXECUTIVE.COM

LEARN MORE ABOUT BOMA

BOMA Website
2021 Annual Report
See BOMA in Action