



© Partner Africa 2023

June/July 2023

We're Hiring

Job Post

Championing Responsible Business in Africa
www.partnerafrica.org



Partner Africa is hiring!

Senior Consultant, Advisory, Partner Africa

Job Description

| | |
|----------------|--|
| Job Title: | Senior Consultant, Advisory, Partner Africa |
| Reporting to: | Head of Advisory |
| Department: | Advisory Department |
| Area of work: | Advisory services |
| Place of work: | Home-based with some travel (approx 10-15% for project-based work and / or business development) |
| Contract: | Permanent |
| Salary: | Dependant on experience |

Partner Africa's purpose is to provide clients with premium quality social audit, advisory and training services that enable them to achieve the highest social and environmental standards in their organisations and supply chains in Africa. Headquartered in Nairobi with regional hubs in North, South and West Africa, Partner Africa is a leading NGO working across 50 countries in Africa and the Near East.

Through our Auditing and Advisory services, we positively engage with clients to identify, address and report on the salient environmental, social and governance (ESG) risks in their organisation and supply chains and adopt responsible business practices. Our work is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and other international best practice standards.

We work with companies, communities, and governments to achieve our mission. We have expertise in several industries, including agribusiness, apparel, manufacturing, services, and extractives.

The Advisory Department

The advisory department works to deliver bespoke interventions to support our clients to go beyond audit and deliver against their responsibility to respect human rights within their supply chains in Africa. The advisory department utilises Partner Africa's extensive data on non-compliances across Africa to determine interventions that can address root causes to human rights issues. The type of work we deliver for clients includes: the development of policies and strategies, the delivery of training for buyers, suppliers and workers, the development of guides and frameworks, deep dive Human Rights Impact Assessments, the organisation of in-country supplier events, designing, implementing, and managing projects and support on ongoing monitoring and communication. Examples of thematic areas we work on with our clients to improve working conditions include living wages, child labour, gender and sexual harassment, ethical recruitment, grievance mechanisms, and occupational health & safety

The department is currently a team of five based in the UK, South Africa and Kenya and consists of a Head of Advisory, a Senior Consultant, Consultant and two Junior Consultants. The team works with the other departments of Partner Africa and a network of experienced associates across Africa to deliver our work.

Partner Africa is well placed to expand our portfolio of clients and work over the next five years and as part of the wider Gorta Group, we can offer a supportive and exciting environment for career development.

Continued on next page

Specific tasks will include

- + Designing and managing both corporate and donor funded projects, ranging from small week-long projects to larger multi-year interventions.
- + Delivering against key project requirements such as desktop research, methodology and tool development for field research, training, and developing guides and toolkits.
- + Initiating research and presenting findings for projects, proposals, webinars and other platforms.
- + Account management of key clients and proposal development.
- + Business development including keeping up to date with upcoming donor opportunities and positioning Partner Africa as a partner for opportunities.
- + Managing client relationships and leading meetings with clients, potential clients, and other stakeholders.
- + Leading on key internal strategic projects including the development of methodologies.
- + Attending roundtables, conferences and events and representing Partner Africa.
- + Contributing to the strategic direction of the advisory team including the development of new business lines.
- + Management of associates and from time-to-time, junior consultants.

The Partner Africa team is a very small team, so the Senior Consultant may be required to support other activities from time to time.

Skills and experience

- + A commitment to and enthusiasm for Partner Africa's mission and work.
- + Excellent written and verbal communication with a great attention to detail with experience writing high quality proposals, reports, guiding documents and training materials.
- + Experience of delivering training to clients, suppliers and other stakeholders.
- + Experience of the Business and Human Rights (BHR) and sustainability space with a working knowledge of the UNGPs and other international standards (OECD, ETI base-code, IFC performance standards) as well as recent legislative developments.
- + Excellent knowledge of supply chains and business and human rights within Partner Africa's key sectors of interest (agriculture, apparel, FMCG or extractives).
- + High level research skills.
- + Ability to multi-task and work well in a fast-moving environment.
- + Flexible under pressure but deadline oriented.
- + Proactive, with the ability to use initiative and manage workload independently.
- + Commitment to exceptional client customer service.
- + Fluent written and spoken English.
- + Fluency in at least one other relevant language is an advantage.
- + Management experience is an advantage.
- + Specific thematic expertise in at least one of the following areas of Partner Africa's work is an advantage: child labour, living wages, grievance mechanisms, gender, ethical recruitment, and occupational health & safety.
- + Specific experience working in Africa is an advantage.

Qualifications

- + A minimum of five years relevant employment experience in business and human rights, responsible business, sustainability or a key Partner Africa sector of interest (agriculture, apparel, FMCG or extractives).
- + Demonstrable experience of managing and delivering projects for clients / donors through all stages of the project cycle.
- + Strong academic record in a subject such as economics, international development, international business or human rights.

To apply for this position, please submit a CV and short cover letter to advisory@partnrafrica.org

If you have any questions about the role, please contact Emilie Paradiso, Head of Advisory.

The deadline for applications is 21st of July 2023.