

1. ABOUT THE VACANCY

Name of the position:	Commercial Director
Reports to:	Executive Director
Work place:	Futbol Mas Kenya office in Mathare (flexible work dynamics)
Timing:	Full time, 3 months' probation with possible extension after that.
Application deadline:	Wednesday 12 th of August 2020

2. INTRODUCTION

Founded in 2008 in Chile, we have grown into an international Sport for Development organization with presence in 9 countries: Chile, Peru, Ecuador, Haiti, Paraguay, Mexico, France, Dominican Republic and Kenya. Every week about 11,500 children participate in our programme in challenging environments throughout Latin America, the Caribbean, Europe and since 2017 also Africa. We're a social and



community-based programme using football, sport and play as a vehicle for social change. Our vision turns around 3 key concepts: inspiration, community and happiness and have won several global awards as a testimony. For a visual summary of what we are about, check the following link: <https://www.youtube.com/watch?v=EcXIEiTXF98&feature=youtu.be>.

At the moment in Kenya we work in several communities of Nairobi, with a strong roots in Mathare and in Kibera, where we started in 2017 with 400 children. We are currently reaching 1,200 children every week. Through a partnership with the United Nations we are now including also refugee communities in Nairobi, Kakuma and Dadaab, which will expand our reach further. Our vision is to create sustainability and scale up where we already are and convince partners around Kenya and beyond to include more communities in the Futbol Mas family. Adding in your passion, creativity and skills we want to grow into a regional office in the coming 3 to 5 years and multiply our partnerships and operations.

3. JOB DESCRIPTION

We are a multidisciplinary team, mostly with social and sports profiles and are looking to make you our newest signing! If you are a leader with experience in strategizing,

operations, negotiating and developing teams, then maybe you are the one to drive the commercial scale of Futbol Mas in Kenya. You will be responsible to define and implement Futbol Mas Kenya's commercial strategy to create and cultivate partnerships and fundraising strategies (Corporate Social Responsibility or others) and explore new business models to drive the organization's growth and social impact.

As the commercial director you will work closely with the executive director and liaise with our head office leadership. Together, we will form the strategic core of Futbol Mas Kenya, building it into a continental office, connected to other Futbol Mas hubs in Latin America and Europe.

This is an exciting opportunity if you are a passionate professional with a commercial, social innovation or business background who feels numbers and projections in Excel, the private sector and a lot of creativity and proactive entrepreneurship can and should contribute to transforming lives. Only condition is think local, dream big. You will get the opportunity to learn in a dynamic and inspiring environment and build your experience both personally and professionally.

4. KEY ROLES, RESPONSIBILITIES and COMPETENCIES

- ✓ Establish objectives and a commercial strategy for Fútbol Más Kenya, ensuring they align with the organization's vision and goals at the global level
- ✓ Develop and implement innovative ideas that drive growth and scope of the organization.
- ✓ Create proposals and pitches for new partnerships and thus gain a good understanding of the Futbol Mas methodology and culture
- ✓ Manage and administer partnership agreements, as well as affirming loyalty of existing partners
- ✓ Work together with the team (also the non-commercial staff) to get the necessary inputs for the different strategic action lines of the commercial strategy.
- ✓ Gain the necessary insights and connections through networking and research to reach the objectives in the commercial strategy.
- ✓ Have an aesthetic eye for quality, detail and correct and clear communication

5. CROSS CUTTING COMPETENCIES

To thrive in Futbol Mas and discover yourself further professionally and personally, you will need / get the opportunity to build the following skills:

Internal strengths
Be flexible and resilient (especially to operate and connect with people from the community)
Be proactive and take initiative
Think strategically
Be goal and quality oriented (with an eye for detail)
Manage your emotions
Positive energy
Be well organized and structured when planning and implementing an activity



Relational strengths
Horizontality in all relationships (within the team and with others)
Communicate by connecting, listening and dialoguing with people
Take leadership and work as a team at the same time
Be assertive and professional in your communication and behaviour
Technical strengths
Capacity to vision and project strategically towards community ownership and management
Ability to negotiate prices, budgets and conditions with potential partners
Being able to simultaneously and effectively operate a strategy and its action lines
The ability to analyse situations, people, documents and numbers
Fluent in working with Office applications, mainly Outlook, Word, Excel and PowerPoint
Being conversant with task management and accounts software such as Salesforce is an asset
Fluent in Swahili and English. Knowledge of French and/or Spanish is an asset
Knowledge on social and/or sports programming is an added value

EDUCATION:

Formal studies / careers studied	1. Commerce and marketing 2. Business Management 3. Social entrepreneurship Or related careers
Additional Education:	1. Training in accountancy, HR and finance. 2. Leadership training on team and social innovation management.
Minimal working experience desired:	3 years of relevant working experience

We are not a competitive football development programme and in this position there is no need to be "football"-literate. Additionally, Futbol Mas is a gender sensitive organization and welcomes women to motivate themselves to apply for this position as we strive to not only have a multifunctional team, but also a gender balanced team.

If you are interested to be part of our team in these historic steps of Fútbol Más on the African continent, send us your CV, cover letter and salary expectation to recruitmentkenya@futbolmas.org.