



**Position:** Director

**Location:** London or Nairobi, with occasional travel and secondments

**Job type:** Permanent

## Overview:

A client-facing leadership role with responsibility for designing and delivering complex projects – including integrity due diligence assessments, market-entry/benchmarking studies, and public policy advisory briefs – some of which will require travel in Africa. As a small, close-knit and non-hierarchical team, this role will be more entrepreneurial than any equivalent at a larger firm, and there will be opportunities to contribute directly to the strategy and growth of the company as a whole.

## What we're looking for:

- Minimum seven years' experience working in a related field such as corporate investigations, management consulting, and public policy strategy.
- Africa-focused professional experience and existing professional network, preferably with time living and working in Africa.
- Deep experience running end-to-end investigative research and advisory projects.
- Exceptional analytic writing, project management, problem-solving, and briefing skills.
- Experience managing client relationship and accounts and undertaking business development efforts.
- Experience managing, training and supporting junior team members
- Willingness to travel
- Foreign language skills (e.g. French, Portuguese, Swahili)
- Strong technical skills in using Microsoft Office (Word, PowerPoint, Excel)

## What you'll do:

- Serve as a core member of the team that will set the strategic direction of the company, including helping in the selection of new markets and service offerings, design of marketing initiatives, and hiring of staff.
- Maintain primary responsibility for project life-cycle management, with particular attention paid to project team design, research oversight, and quality control of final client deliverables. This will include production of reports in all practice areas, including enhanced due diligence, market entry and benchmarking, regulatory monitoring, and political risk analysis.
- Represent the company in client engagements, including presentation of project findings.
- Play a central role in identifying new business opportunities, including actively participating in business development efforts. This area will focus on prospective and current clients.
- Write proposals for new business.
- Mentor staff at all subordinate levels in the company.

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Please submit a cover letter and CV to:

Email: [careers@sofalapartners.com](mailto:careers@sofalapartners.com)

## Core values and ways of working

- We are committed to building a company which is - simply put - a nice place to work. Our working culture is relatively informal and flexible. We believe that for teamwork to thrive we need to treat each other with respect, politeness and kindness.
- Trust, transparency & teamwork: We run the business on the principles of complete transparency and collective risk/reward, i.e. teamwork. Day-to-day, we communicate on everything - talking through problems, making joint decisions, and flagging problems and mistakes early. We also sink or swim together - bonuses and salary increases are calculated primarily on the basis of the company's overall performance: there are no individual incentives for business development, for example.
- Independence: We have no external investors, no debt, and no restrictions on how - and how fast - we grow. Our low overhead model means that we are profitable and don't ever need to take on work to meet onerous operating costs. In short, we are fully independent.
- Integrity: We don't always say what clients want to hear, and we will always turn away work if the client does not fit with our objective of making a positive impact. We will always turn down commercial opportunities if they present any risk to the company's reputation and we are confident that this will serve us well in the long run.
- Experience: We work in small, highly experienced teams, whose members have a sense of ownership over the business. We have no ambition to grow headcount or top-line revenues for the sake of it. Rather, we are building a high margin business with a reputation for professionalism and quality that sets it apart.
- Agility: Our operating model is relatively low cost and we work with a large number of experienced contractors. In this way, we can assemble the right team with the right blend of experience to deliver for the client at short notice anywhere on the African continent. Finally, we have developed cloud-based data management and accounting software/systems that eliminate the need for full-time administrative staff.
- Innovation: We are developing ways of working and subject matter expertise that no other advisory firm can offer in Africa. One example is our work for Financial Sector Deepening Africa, where we combined country risk expertise and a proven investigations methodology with the deal advisory tool-kit of an investment bank. Another example is our detailed work and experience in Africa's agriculture sector - no other Africa risk and advisory firm has comparable sectoral expertise.