

MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

HEAD OF GENDER
*AFRICA ENTERPRISE
CHALLENGE FUND (AECF)*



ABOUT *AECF*

The AECF is a pioneering development finance institution dedicated to driving innovation, creating jobs, and unlocking investments that empower rural and marginalized communities across Africa. By bridging the funding gap between early-stage enterprises and mature businesses, AECF enables entrepreneurs to deliver impactful solutions for the continent's poorest communities.

Through patient capital, we nurture groundbreaking business models in agribusiness and renewable energy across Sub-Saharan Africa. Beyond financing, we provide a comprehensive suite of support, including advisory services, investment guidance, and valuable knowledge-sharing insights, to accelerate business growth and resilience.

Since 2010, AECF has championed Gender Lens Investing (GLI), with a transformative strategy developed in 2017 following an in-depth review of our agribusiness portfolio. This strategy drives inclusive growth by fostering equitable participation of men, women, boys, and girls in the value chains we support. We actively address gender norms and dismantle barriers, enhancing gender equity throughout the investment cycle.

Our commitment to GLI has mobilized increased funding for women-owned and women-led enterprises while expanding income-generation opportunities for women, youth, and people with disabilities in fragile contexts. Strengthened by our robust capacity to collect and analyze gender-disaggregated data, we are now better equipped to understand and respond to the distinct needs and impacts on both men and women.

Headquartered in Kenya, AECF operates across Africa with regional offices in Tanzania, South Sudan, Nigeria, Côte d'Ivoire, Burkina Faso, and Benin—driving sustainable prosperity for all.



HEAD OF GENDER AECF

MAIN RESPONSIBILITIES:

As the Head of Gender, a newly established position, your primary mission is to strengthen and elevate AECF's standing as a leading authority and practitioner in gender and economic empowerment for women and youth across Africa. By building on AECF's proven track record and strong reputation, you will spearhead the creation of innovative gender-focused initiatives, programs, and partnerships. You will play a pivotal role in positioning AECF as a trusted advisor and thought leader in the field, ensuring the growth and transformative impact of gender empowerment efforts across all areas of the organization. In this diverse and high-impact role, you will collaborate with a wide range of internal and external stakeholders, including the CEO. You will also lead AECF's dynamic and rapidly expanding Gender team, which operates across Sub-Saharan Africa.

HEAD OF GENDER AECF

TITLE:
HEAD OF GENDER

REPORTING TO:
DIRECTOR OF PROGRAMS

DIRECT REPORTS
GENDER SPECIALIST,
GENDER OFFICER

LOCATION:
THE POSITION IS PREFERABLY
BASED IN KENYA, WITH A STRONG
EMPHASIS ON FULL-TIME
PRESENCE OR AT LEAST 70% OF
THE TIME SPENT IN-COUNTRY

START DATE:
QUARTER 1, 2025

DIMENSIONS OF THE ROLE:

Reporting to Director of Programs, the role holder will:

- Develop and mainstream the implementation and integration of AECF's Gender Strategy including working closely with teams across AECF to ensure that AECF's gender lens investing offering is fully embedded across all systems, governance documents, operating procedures; ensure effective roll out of key products developed by the team including those related to training and capacity building, tools; and manage internal;/external communications
- Provide technical leadership and steer processes for gender transformative quality assurance in the entire program cycle
- Provide technical advisory support and oversight of all internal working groups to ensure that all gender mainstreaming initiatives are aligned to AECF's Gender Lens Investing agenda
- Identify resources and network that can be accessed for AECF's knowledge building
- Manage documentation and sharing of knowledge about current and emerging gender mainstreaming concerns and trends, document lessons learned and best practices as well as replicable strategies and approaches to promote evidence-based programming
- Conduct research and contribute to drafting proposals and concept notes of innovative and cutting-edge vehicles to tackle gender inequalities in the AECF portfolio and empower rural women in their entrepreneurial journey
- Stand as a key account manager for relationships with gender lens investing ecosystem of funders, like-minded institutions and partners

HOW TO APPLY

To apply for this role, please ensure that you have the following skills and experience:

- Graduate/Master's qualification in Development Studies, Gender Studies, Entrepreneurship, Social Sciences or other relevant field of study
- At least 10 years of similar gender experience within private sector, regional or international organization
- Knowledge and understanding of integrated programme planning, budgeting, development, administration and monitoring for Gender
- A deep understanding of women economic empowerment and gender-lens investing space in sub-Saharan Africa, as well as understanding of dynamics and key sectors operating in rural economies (particularly Agribusiness and Renewables) in sub-Saharan Africa
- Excellent analytical and communication skills with the ability to prepare proposals, reports and concept papers to a high level of proficiency
- Experience working in an international team and proven ability to deliver in a complex environment with multiple, divergent stakeholder interests
- Fluency in English is essential. French is an added advantage

Please send your CV and contact details to Marta or Silvia who will contact you to discuss your application in more detail.



Contact: Marta Koczorowska

Email: marta@millarcaameron.com

Phone: +44 2038 000 218



Contact: Silvia Tikani

Email: silvia.tikani@millarcaameron.com

Phone: +254 20 5038446

A photograph of three professionals, two men and one woman, wearing white lab coats and white hard hats with yellow safety glasses. They are gathered around a large, white, curved architectural model, possibly a bridge or a large pipe, and are looking at a small piece of paper or a map they are holding. The background is a blurred green landscape with trees.

WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

A SEAMLESS JOURNEY

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.

MILLAR CAMERON



MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

OXFORD

LONDON

NAIROBI

JOHANNESBURG

CAPE TOWN