

MILLAR CAMERON

# POA INTERNET NETWORK DIRECTOR NAIROBI, KENYA

PEOPLE · PASSION · PERSISTENCE





## ABOUT POA INTERNET

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Poa Internet is a multiple award winning, Kenyan based Internet Service Provider at the forefront of providing internet connectivity into underserved communities throughout Africa.

The business started 5 years ago in Kibera Nairobi and has seen rapid growth making it already the 4th largest ISP in Kenya. Ultimately, Poa's goal is to facilitate internet services into every home in Africa, and as such they have developed a proprietary platform that revolutionises Internet delivery to provide reliable, pre-paid, home and public internet services at an incredibly affordable price.

At the heart of Poa lies their core values, CONNECT:

C reate a better world for the people we serve  
O pen our eyes to problems and opportunities  
N ever stop learning, never stop moving forward  
N ame it, own it, solve it  
E ngage with the big picture, even in the details  
C are about each other  
T ujienjoy kazini (enjoy yourself at work)

Thanks to this ongoing success and further investment, Poa plans to scale its Kenyan operations, which will see an increase from the current 12 networks to over 400 networks within the next three years.

They now require a Network Director who will be critical to reach this objective. They will own the end to end technical and operational aspects of the company's network in Kenya, to ensure the business can rapidly scale in line with the business plan. The role covers all aspects of planning, designing, building, optimising, supporting and maintaining the company's network in a nationwide expansion strategy. They will also ensure that the networking department utilises the most cost-effective quality strategies at all times, in line with the Group's architectural guidelines, to deliver the greatest "bang for the buck".





NETWORK DIRECTOR, POA INTERNET

THE ROLE: NETWORK DIRECTOR

## MAIN RESPONSIBILITIES:

### Overall Responsibility:

The Poa network, which covers all hardware, planning, build, deployment, maintenance and support of all Network assets managed nationally across Kenya.

### Financial Responsibility:

All Network Capex, Network Opex, IP Bandwidth, Network Headcount, Outsource Network Partner Opex, Network Systems Opex.

### People Responsibility:

Currently 8 people, across Design, Planning, Build, and Support. Will require design and scale-up hiring to deploy nationally as well as potentially looking at outsourced deployment capabilities.

NETWORK DIRECTOR, POA INTERNET

**TITLE:**  
**NETWORK DIRECTOR**

**REPORTING TO:**  
**CTO WITH A DOTTED LINE TO CEO  
AND COO**

**LOCATION:**  
**NAIROBI, KENYA**

**START DATE:**  
**IMMEDIATELY**

THE ROLE: NETWORK DIRECTOR

## FURTHER DIMENSIONS OF THE ROLE:

*The Network Director will have the following responsibilities:*

- Design and build a world-class Network Engineering function, hiring and building the capability to achieve growth targets of 200,000 customers within 5 years
- Build a national Fixed Wireless Access network of ca 200 towers to accommodate over 30,000 home internet customers and 50,000 street Wi-Fi customers by 2Q22
- Expand the national Fixed Wireless Access network of circa 750+ towers in year 2, with the capability of supporting, ca 100k home internet customers and over 200,000 street Wi-Fi customers by end 4Q23
- All new Network areas are built on time and within Cost budgets of the Business Plan by the end of 4Q21
- Industry-leading Service Availability in Kenya to our customers with fully aligned and accountable supplier partners by end of 1Q22
- All Networks are Operated within SLA's and adhere to ongoing network cost budgets by the end of 1Q22
- All networks built and operated to approved architecture, working closely with CTO to translate architecture into operational delivery, being fully documented and trained out across the organisation by the end of 3Q21
- Implement a strategy for 24/7/365 pro-active real-time monitoring, maintenance and reporting of service status and availability across all Network assets by the end of 4Q21
- Implement a rolling process of Network optimisation to proactively predict, plan and execute on areas of contention and growth in order to deliver and operate the plan by End 3Q21



A photograph of a group of young people, likely in a community setting, gathered around a smartphone. One person is holding the phone, and others are looking at the screen. The background shows a bright, sunny day with a blue sky and some buildings in the distance.

NETWORK DIRECTOR, *POA INTERNET*

THE ROLE: NETWORK DIRECTOR

## KEY REQUIREMENTS:

- Must have operated in a business with similar Values and DNA to Poa to ensure cultural alignment
- Must have built, supported and directly been part of hiring for a rapid large-scale growth organisation including countries in East Africa
- Must have worked with multicultural leadership/investment groups
- Must have joined a company and worked with a CTO co-founder and transitioned from start up to scale up
- Must have built a significant scale Telecom infrastructure in a developing market, ideally using multiple technologies

# HOW TO APPLY:

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

- Able to build high performing telecom network engineering teams that can collaborate and work together and work across functions
- Operated a national (or international) Telecom Infrastructure Network and can demonstrate understanding of the critical links between delivering ultra-low cost, yet high-quality services and unit economics to scale
- Has systemised an operation from start-up to scale up, across multiple functional departments, to drive cost reduction and an ability to rapidly scale while reducing risk
- Has been involved in the planning and execution of a nationwide telecom network in Africa (ideally Kenya), of which a significant technology element was wireless
- Designed and deployed business models that have successfully operated with both insource and outsource partners to optimise cost of quality Platform deployment across Kenya
- Has built and operated a rolling network expansion strategy aligning with supply chain logistics and business planning to ensure optimal deployment
- Strong collaborative interaction across multiple parts of business, especially around customer experience, capacity planning, forecasting, and procurement
- Experience of operating at a senior level in a consumer technology service business
- Experience managing and operating networks and people across multiple geographies with majority of workforce and partners in the field

*Please send your CV and contact details to Cecilia Nyawira who will contact you to discuss your application in more detail.*



*Contact: Cecilia Nyawira*

Email: [cecilia@millarcameron.com](mailto:cecilia@millarcameron.com)

Tel: 00 254 720 880 889





WHO ARE MILLAR CAMERON

# FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

## A SEAMLESS JOURNEY

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*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

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*NAIROBI*