

MILLAR CAMERON

Regional Portfolio Growth
Manager, (PGM)
Central, Eastern and Southern
Africa
Swisscontact



About *Swisscontact*

Swisscontact is an independent Swiss foundation implementing international development programmes that promote inclusive economic growth, sustainable livelihoods, and climate-resilient systems. It works through market-based and private sector-led approaches, strengthening skills, enterprises, and institutions so that markets function more effectively and deliver lasting impact.

Operating across Africa, Asia, Latin America, and Eastern Europe, Swisscontact partners with governments, donors, the private sector, and civil society to design and deliver programmes in areas such as agriculture and food systems, climate and circular economy, entrepreneurship, and financial inclusion. As donor dynamics evolve, Swisscontact is increasingly focused on early engagement, co-creation, and partnership-led development to scale impact and remain a credible, competitive implementer.

Mission and Vision *Swisscontact*

Mission:

Unleash the potential of private initiative to foster sustainable development and shared prosperity in developing and emerging countries.

Vision:

An inclusive, sustainable economy where everyone has access to income, education, and opportunities. Swisscontact aligns their work with the United Nations' Sustainable Development Goals (SDGs).





Main responsibilities

The Regional Portfolio Growth Manager is a senior leadership position within CESAF region of Swisscontact, responsible for leading the business portfolio development process in the region. The incumbent will develop and execute action plans to deliver the business target of strategy 2028 for CESAF, in collaboration with the Regional Director and Country Directors.

He/She will support the Country Directors in developing new partnership and winning new businesses in their countries. PGM will establish and strengthen the process for the business development cycle, starting with early market intelligence gathering to project kick-off in the CESAF countries.

The incumbent will also lead the business development for specific opportunities as decided by the Regional Director. Capacity building of staff on business development and on key topic e.g. Private sector development and Inclusive System Development will be an integral part of the role.

This is a unique opportunity to shape the growth and future direction of Swisscontact's regional portfolio across Central, Eastern, and Southern Africa. Operating at the intersection of strategy, partnerships, and delivery, the Regional Portfolio Growth Manager will work in close partnership with the Regional Director to translate Strategy 2028 into funded, high-impact programmes across the region.

The role offers real influence and ownership, leading regional fundraising and resource mobilisation, building strategic donor partnerships, and securing large-scale, multi-country programmes that strengthen Swisscontact's long-term impact and sustainability. It is designed for an entrepreneurial leader who thrives in collaborative leadership, operates confidently at scale, and builds the systems and capabilities that enable country teams to succeed in a complex, fast-evolving context.

Dimensions of the role

Business Development

(For all countries)

- Actively scan and monitor the donor (both public and private) landscape, donor strategies and development trends to identify the business development opportunities, gather early market intelligence to develop pipeline of projects, assess the competition and identify possible collaborators depending on the business opportunities.
- Actively develop and maintain relationships with other implementing agencies, consultants, donors, partners and other stakeholders for identifying relevant business opportunities and pursue the opportunities.
- Draft technical proposals for budgets up to 1-1.5million CHF/year and quality assurance of all bids/concept notes/project proposals.
- Support CDs to determine winning team profile and identify appropriate team members for winning tenders.
- Work closely with the RD to develop annual strategy and action plan, regional business development strategy.
- Lead in quarterly review of the progress towards annual business targets and strategy 2028 business targets and determine/revise action plans.
- Influence Swisscontact's business model, partnership and programme development to remain future fit.

For select country(ies) or tender(s)

- Identify possible consortium partners, negotiate partnership deals (in consultation with RD and with approval from HO MD)
- Lead drafting and/ or quality assurance of technical proposal development

- Manage performance and delivery of the consultants for bid development and country specific business development initiative.

Process and Capacity Development

- Work with CDs to develop and implement a process for continuous scanning of business opportunities.
- Monitor the performance of the business scanning process at regular interval and revise as deemed necessary.
- Support CDs in establishing contacts with target donor agencies, foundations, other implementing organisations.
- Support Communication leads/CDs in developing country specific Swisscontact Corporate Presentation covering the working areas of Swisscontact and to update.
- Periodically update the country specific Swisscontact Corporate Presentation in line with the latest results and corporate priorities.

Influencing, and Knowledge Management

- Provide technical backstopping to selected projects and review and quality assure the inception phase deliverables of selected projects.
- Distil and develop knowledge products and learning documents and use the learning products to develop new project ideas.
- Work with global P&S team to provide knowledge and insights from the region to the global knowledge products.
- Represent Swisscontact in various events and position Swisscontact as one of the leading implementers in the region.
- Supervise the Regional communication coordinator.

Skills and experience

- 5–8+ years' experience in international development or non-profit organisations, combining project delivery, portfolio management, and business development at regional or multi-country level.
- Proven track record in designing, implementing, and backstopping development programmes, including strong involvement in project inception and early implementation phases.
- Demonstrated experience in portfolio growth and fundraising, including shaping opportunities early, developing winning proposals, and contributing to projects of USD 1.5m+ per year.
- Strong understanding of Anglophone donor markets and donor funding mechanisms, with exposure to public donors and growing experience engaging international donors, corporates, and philanthropic foundations.
- Experience applying market-based, private-sector-engagement, and/or climate-smart approaches within development programmes (experience across at least two thematic areas preferred).
- Ability to operate effectively in regional, matrixed environments, influencing senior stakeholders and enabling country teams without direct line authority.
- Excellent written and verbal English communication skills; ability to develop high-quality project concepts and proposals. Working knowledge of French is an advantage.
- Willingness to be based in Nairobi, Kenya, with regular travel across Central, Eastern and Southern Africa.



Competencies

Project Design and implementation:

5+ years of proven track record of designing, implementing and backstopping international development programmes applying Market Systems Development/Private Sector Engagement approach in agriculture and food systems, blended and climate finance, climate change mitigation/recycling/circular economy and entrepreneurship ecosystem development (experience in at least two thematic areas is desirable) in the context of the development challenges in Africa and/or Asia.

Business Development and Client Orientation:

5 – 8+ years of experience in managing all aspects of business development and tenders, deep understanding of procurement process of public development funding agencies, understanding of international development strategies of public and private development organisations and philanthropies. Fund raising experience targeting private foundations will be a big plus.

Communication and Creativity:

Ability and successful track record of developing winning project concept and project proposal, excellent oral and written communication skills in English, communication ability in French will be an added advantage.

Collaboration and Teamwork:

Experience of working and leading in a multi-cultural team; ability to collaborate across multi-functional team to drive results, maintain high-degree of empathy and motivation to deliver quality work in a short-deadline.

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Additional information

Location:

Nairobi

Travel:

Yes

How to apply

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



Contact: Grace Galaty

Email: grace.galaty@millarcameron.com

Phone: +254 20 5038443



Contact: Diana Mwai

Email: diana.mwai@millarcameron.com

Phone: +254 20 5038442

Application Deadline

Please submit your application by 13th Feb 2026. Applications received after this date may not be considered.

Due to High Volume

We appreciate all applications; however, only shortlisted candidates will be contacted. Thank you for your understanding.

Commitment to Diversity

At Millar Cameron, we are committed to supporting our clients in building diverse and inclusive teams. If you're enthusiastic about this role but don't meet every requirement, we still encourage you to apply.



Who are Millar Cameron?

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.

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