

MILLAR CAMERON

Chief Executive Officer
Kisima Farm Ltd



About *Kisima Farm Ltd*

Kisima - Growing responsibly, leading boldly into Africa's future.

Kisima is a pioneering Kenyan-owned agribusiness, spanning 4,500 hectares and employing over 650 staff. With a strong foundation in arable crops, floriculture, certified seed potatoes, and forestry, Kisima has established itself as a leader in sustainable farming and community impact. In addition, Kisima owns and manages the Wilson Business Park which is managed office space at Wilson Airport.

As Kisima enters its next chapter, the Board seeks a dynamic, future-focused CEO to drive growth and increase profits within their core agricultural interests, innovate and unlock new growth opportunities, and position Kisima as a regional leader in agribusiness, sustainability, and diversified revenue streams.

About the role

The CEO will be a transformational leader, responsible for inspiring Kisima's people, shaping its future, and championing bold new ventures. This is not a role for a caretaker – it is for a visionary who thrives on growth, innovation, and impact.

The CEO's focus will span three core areas:

- 40% strengthening the foundations of the existing business, inspiring and energizing teams, and fostering a culture of innovation and operational excellence.
- 40% growing the existing business by improving revenue per hectare in arable, growing floriculture total acreage and building the real estate portfolio by developing strategic partnerships and positioning Kisima as a hub for agribusiness innovation, sustainability, and community development.
- 20% diversifying the business and leading Kisima into new areas of agribusiness, technology, and sustainability.



Dimensions of the role

Key Deliverables

- **Continue to strengthen the foundation of the current business – including but not limited to:**

- Assessing current agricultural assets and identify efficiencies, improve yields and returns.
- Centralizing of Business Units, Stores, Processes and Procedures under the “One Kisima” banner.
- Addressing weaknesses in Infrastructure - power, solar, roads, and housing.
- Continuing to strengthen back-office capability to support growth.
- Reviewing and implementing 5-year plans.

- **Future Growth & Diversification**

- Grow the existing businesses:
 - Deliver significant growth to the flower business.
 - Materially improve revenue per hectare in the arable business.
 - Deliver plan for forestry revenue growth and margin improvements.
- Identifying and developing new revenue streams, that may include:
 - Real Estate.
 - Renewable energy.
 - Agri-tech ventures (precision farming, data-driven crop management).

- Value-added processing (potato products, floriculture exports, branded consumer goods).

- Livestock management

- Expanding Kisima’s role in regional food security and climate-smart agriculture.

- **Leadership & Culture**

- Inspiring a high-performance, innovative culture across the organization.
- Mentoring and empowering the next generation of leaders.
- Championing Kisima’s values of sustainability, community, and excellence.

- **Strategic Partnerships & Capital**

- Forging alliances with investors, governments, and global agribusiness leaders.
- Securing capital for growth initiatives and infrastructure development.
- Positioning Kisima as a thought leader in African agribusiness.

- **Innovation & Sustainability**

- Driving adoption of cutting-edge technologies in farming and resource management utilising the latest regenerative agriculture strategies and techniques.
- Leading Kisima’s sustainability agenda, including renewable energy, biodiversity, and climate resilience.
- Expanding Kisima Foundation’s impact in healthcare, education, and agricultural extension.

Skills and experience

Essential Qualifications

- Proven track record of transformational leadership in agribusiness.
- Minimum 10 years' leadership experience, ideally with exposure to international markets.
- Strong entrepreneurial mindset with ability to identify and execute new growth opportunities.
- Excellent communicator, network builder, and influencer.
- Experience in raising capital and building strategic partnerships.
- Future-focused, energetic, and adaptable.
- Ability to speak Kiswahili and right to work in Kenya advantageous.

Personal Attributes

- Visionary, dynamic, and inspirational.
- Future-focused, with a passion for innovation and sustainability.
- Energetic and resilient, able to thrive in a fast-changing environment.
- Strong leader who empowers teams and builds trust.
- Entrepreneurial, solutions-driven, and globally minded.

Rewards

- Competitive salary and benefits package.
- Performance-based incentives tied to growth and innovation.
- Housing provided on Kisima Farm, Timau.
- Company vehicle.
- Opportunity to shape the future of one of Kenya's most respected agribusinesses.



MILLAR CAMERON

How to apply

Please send your CV and contact details to Conor O'Callaghan or Freya Wallace who will contact you to discuss your application in more detail.



Contact: Conor O'Callaghan

Email: conor@millarcameron.com

Phone: +44 1865 657060



Contact: Freya Wallace

Email: freya.wallace@millarcameron.com

Phone: +44 1865 536708



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.



MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

Oxford London Nairobi