

Manager- Strategy and Build

Phone :

Web :



Job Summary

Vacancy :

Deadline : Jan 01, 1970

Published : Nov 24, 2025

Employment Status : Full Time

Experience : 5 - <10 Years

Salary :

Gender : Any

Career Level : Any

Qualification : Undergraduate or Master's degree

Job Description

Position: Manager- Strategy and Build

Start Date: Immediate

Location: Nairobi, Kenya

About GDI: The Global Development Incubator, Inc. (GDI Africa), is a **non-profit organization independently incorporated in Kenya** in April 2017 and legally registered under the Non-Governmental Organizations Coordination Act of Kenya. GDI Africa is governed by a locally constituted Board and directly employs over fifty staff across the country and Africa region. GDI is renowned for launching and operationalizing initiatives aimed at systemic and scaled change. GDI's **mission is to bring together ideas, leaders, and capital to build and scale the next generation of social solutions**. Key areas of implementation include youth employment, economic inclusion for the extreme poor, gender and PWD inclusion, financing for smallholder farmers, mental health, green jobs and financing, MSME development and sustainable economic development. GDI Africa works **deep in the community with partners and directly with participants** in all initiatives, building capacity and ensuring the voices and stories of communities, especially women, are incorporated in all of GDI's work. More on GDI's approach and work can be found on the following website: www.gdiafrica.org

If you enjoy the innovation and flexibility of startups and want to work on problems of great societal significance, then you may be the right fit for our team. We have a pipeline of opportunities to achieve large-scale impact, and we have the resources to get them going. Now we need you: an entrepreneur who wants to help address some of the largest social issues facing our world.

About the Role: GDI Africa is growing and is looking for well-rounded Managers with at least 5 years of strategy and management consulting experience with leading firms. The ideal candidate must be highly driven to build and scale the next generation of large-scale social impact solutions and create new approaches to address persistent global issues from economic inclusion to youth employment, government capacity building to climate. The Manager will be at the forefront of building across sectors to drive game-changing impact at scale.

Responsibilities

Cultivate prospects, shape new opportunities, and deliver on ongoing initiatives within various counties in Kenya, across Africa as well as globally in India and Latin America.

- Manage initiatives against milestones, budget, and target outcomes; support outreach, network-building, and fundraising efforts.
- Develop a roadmap to scale for initiatives; ensure an iterative approach to developing strategy and then building-the-plane-while-flying-it.
- Deliver end-to-end accountability in managing priority relationships throughout the incubation lifecycle.
- Oversee budgets for financial sustainability of the initiatives
- Integrate services provided by other GDI teams and external consultants, and experts, and ensure implementation.
- Contribute to the overall management of GDI Africa, including proactively contributing to the ongoing development of GDI's incubation practice and mentoring GDI staff.

Communications and Relationship Management:

- Build long-term collaborations and partnerships with high-potential stakeholders, serving as a trusted advisor.
- Generate and drive new thought leadership products, contributing to GDI's public communications materials.
- Lead stakeholder management on the majority of initiative relationships, anticipating and addressing their needs.
- Consistently deliver clear and compelling communications, ensuring effective engagement with clients and partners.

Team Management and Resourcing:

- Manage high-functioning teams, ensuring productive coaching and feedback for direct reports.
- Proactively engage GDI-wide resources, identifying opportunities for cost-savings and efficient resource allocation.
- Ensure successful P&L management of individual initiatives, pursuing unrestricted revenue, and ensuring efficient use of indirect cost centers.
- Provide strategic value beyond technical knowledge, bringing a multi-disciplinary approach to organizational challenges.

Business Development and Fundraising:

- Lead and secure new business for GDI, proactively developing opportunities and generating contacts and leads.
- Successfully set and manage partner expectations, shaping and contributing to fundraising efforts.
- Proactively involve other GDI teams in early scoping and budgeting processes, fostering a collaborative approach.
- Organizational Development and GDI Values:
- Drive achievement of both GDI-wide and initiative goals and priorities, ensuring a balanced focus.
- Generate projects and activities to build GDI-wide collaboration and improve culture, embodying GDI values.
- Ensure every initiative experience results in capacity-building for GDI overall, synthesizing and communicating insights effectively.

Qualifications

- Undergraduate or Master's degree in Business, Economics, International Development, Public Policy, or a related field.
- At least 7 years of professional experience in management consulting, strategy, investment banking, private equity, social enterprise, international development, or other impact-focused organizations that demand strong analytical, strategic, and stakeholder management capabilities.
- Proven track record of developing and driving strategy, including leading teams to deliver against strategic priorities through periods of growth, uncertainty, and iteration ("building the plane while flying it").
- Demonstrated experience managing high-performing teams, providing coaching, feedback, and direction to ensure high-quality outputs and professional growth.
- Strong ability to structure, manage, and deliver complex initiatives against milestones, budgets, and target outcomes, with experience overseeing P&L and ensuring financial sustainability.
- Exceptional stakeholder and relationship management skills, with a history of building trust-based partnerships across the private sector, public sector, philanthropy, and civil society.
- Entrepreneurial mindset, with experience launching or scaling initiatives and operating effectively in environments characterized by ambiguity, iteration, and resource constraints.
- Outstanding verbal and written communication skills, including the ability to influence senior leaders, facilitate alignment among diverse perspectives, and generate clear, compelling materials for both internal and external audiences.
- Advanced analytical and problem-solving skills, including the ability to synthesize qualitative and quantitative data, develop insights, and guide teams in translating analysis into actionable recommendations.
- High level of ownership, initiative, and resourcefulness, with strong project management discipline and consistent delivery of high-quality outputs under tight timelines.
- Strong cultural fluency and adaptability, with the ability to work effectively across geographies, including Kenya, broader Africa, and global contexts such as India and Latin America

Additional attributes we look for in our incubation practice leadership include:

- Driven by passion for impact, development, and scale
- Excited to work in a team with individuals driven by purpose
- Proactive problem-solving skills
- Collaborative leadership style: team player; excellent listening skills; trust-builder
- Ability to self-manage work streams and tasks, self-directed and resourceful with high standards for quality output.
- A curious and creative intellect and a style that includes flexibility, levelness, and a sense of humor and humility.

Qualities of GDI Employees

- A relentless drive to get things done.
- Curious and entrepreneurial mindset.
- Passion for driving social impact and tackling the world's biggest challenges in new ways.

If you are interested in this position and meet the qualifications above, please submit a single PDF document containing a one-page cover letter and CV/resume outlining your interest in this position and why you would be a good fit. Please note that the cover letter is considered an important aspect of the application and will be evaluated against the qualifications above. Applications that do not include a cover letter will not be considered. Only shortlisted candidates will be contacted.

Applications take place on a rolling basis until positions are filled and are to be submitted via : <https://shorturl.at/7EtmS>

Education & Experience

Must Have

Educational Requirements

Undergraduate or Master's degree

Compensation & Other Benefits
