

# Vistari SEZ Limited - Job description

| Job details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
| <b>Job title:</b> Chief Strategy & Partnerships Officer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>Line Manager title:</b> Chief Executive Officer |
| <b>Department:</b> Strategy & Partnerships                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>Location:</b> Eldoret, Kenya                    |
| Direct reports                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                    |
| <ul style="list-style-type: none"> <li>Cotton Eco-System Development Manager</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                    |
| Job summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                    |
| <p>The Chief Strategy &amp; Partnerships Officer (CSPO) provides strategic leadership in corporate planning, organisational transformation, partnerships, and investment mobilisation to ensure the company's sustained growth and competitiveness. The role is responsible for formulating, implementing, and monitoring the Company's strategic plan; leading business intelligence and innovation initiatives; and cultivating partnerships with investors, governments, industry bodies, development partners, and research institutions. As a member of the Executive Leadership Team, the CSPO ensures alignment between strategic objectives and operational delivery, driving modernisation, sustainability, and strategic collaborations that strengthen the Company's position in regional and global textile and apparel markets.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                    |
| Key roles and responsibilities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                    |
| <ul style="list-style-type: none"> <li> <b>Corporate Strategy &amp; Business Planning</b> <ul style="list-style-type: none"> <li>Lead the formulation, implementation, and periodic review of the Company's corporate strategy, ensuring alignment with the Board's vision and national industrial priorities.</li> <li>Translate strategic goals into annual and medium-term business plans with measurable targets.</li> <li>Develop frameworks for performance tracking, reporting, and evaluation across departments.</li> <li>Provide strategic analysis, forecasting, and scenario modelling to support executive decision-making.</li> <li>Identify emerging industry trends, competitive shifts, and policy developments that may impact business strategy.</li> <li>Coordinate strategic retreats and planning sessions across divisions to ensure organisational alignment.</li> </ul> </li> <li> <b>Strategic Partnerships &amp; Stakeholder Engagement</b> <ul style="list-style-type: none"> <li>Liaise with government ministries and agencies (e.g., Ministry of Industrialization, Agriculture, Treasury, Trade, KEBS, EPZA, KAM) to align company strategy with national textile and industrialization agendas.</li> <li>Represent the Company in policy dialogues, public-private partnerships (PPPs), and trade forums, advocating for an enabling environment for textile manufacturing and export growth.</li> <li>Facilitate inter-agency collaboration to streamline regulatory approvals, incentives, and infrastructure support for the company and its partners.</li> <li>Strengthen engagement with county governments in cotton-growing regions to promote raw material supply development and backward linkages.</li> <li>Lead government relations for industrial policy, tariffs, subsidies, and trade facilitation, ensuring the Company's interests are well represented.</li> </ul> </li> <li> <b>Business Development &amp; Investment Mobilisation</b> <ul style="list-style-type: none"> <li>Champion the development of the cotton-to-clothing value chain, including partnerships with ginner, spinners, weavers, designers, and garment exporters.</li> <li>Initiate and coordinate value chain integration projects, including out-grower schemes, contract farming, and supplier development programs.</li> <li>Work with development partners and financial institutions to mobilise blended finance, grants, or concessional funding for infrastructure, sustainability, and R&amp;D initiatives.</li> <li>Develop industrial park, cluster, or value chain models in line with national textile sector revitalization policies.</li> <li>Engage with export councils and trade missions to position the company as a national champion in the textile and apparel space.</li> </ul> </li> <li> <b>Research &amp; Innovation</b> </li> </ul> |                                                    |

# Vistari SEZ Limited - Job description

- Commission and publish sectoral and policy research on textile competitiveness, sustainability, and market access.
- Provide evidence-based insights to government and industry bodies to influence policy formulation, standards, and incentive schemes.
- Monitor global trade agreements, tariff structures, and textile policy shifts (e.g., AGOA, AfCFTA, WTO Textile & Apparel provisions) for strategic positioning.
- Collaborate with academia and R&D institutions to enhance local cotton productivity, fibre quality, and technological innovation.
- Lead or co-chair multi-stakeholder platforms focused on textile innovation, value chain upgrading, and sustainability.
- **Performance Management & Institutional Strengthening**
  - Lead the implementation of the corporate performance management framework (KPI tracking, scorecards, dashboards).
  - Collaborate with HR and Finance to align departmental goals, budgets, and performance outcomes.
  - Evaluate organisational structures and recommend adjustments to improve agility and delivery.
  - Support policy development, risk analysis, and change management initiatives.
  - Produce quarterly and annual strategy performance reports for the Chief Executive Officer and Board.
- **Governance, Risk & Compliance**
  - Ensure all partnerships, MOUs, and collaborations comply with procurement, competition, and trade laws.
  - Mitigate risks arising from political, regulatory, or trade shifts through proactive engagement with relevant authorities.
  - Support the development of sustainability reporting and ESG compliance frameworks linked to national and global commitments.
- **Leadership & People Development**
  - Lead, mentor, and develop the Strategy & Partnerships team, ensuring technical capacity and accountability.
  - Foster cross-functional collaboration with Finance, Operations, Commercial, and Technical Services.
  - Build staff capability in project management, strategic thinking, and partnership management.
  - Champion organisational culture transformation towards innovation, results, and sustainability.
- **Advocacy & Public Affairs**
  - Develop and implement a public affairs and advocacy strategy to position the Company as a thought leader in the textile sector.
  - Cultivate relationships with key opinion leaders, policymakers, and industry associations to shape the national textile narrative.
  - Prepare policy briefs, stakeholder updates, and representation materials for government, donors, and media engagements.
  - Serve as Company Spokesperson in trade, investment, and industrial policy engagements.
- **Compliance with Vistari's Corporate Systems**
  - Apply the highest standards of internal controls and risk management practices and behaviours and embed a positive risk and control culture.
  - Demonstrate prudence, sound judgement, and appropriate and timely escalations in management of all types of risk (including fraud risk) applicable to the role.
  - Promote and adhere to Vistari's core values and ensure compliance with organisational policies and procedures.
  - Maintain zero tolerance to bribery, fraud, and corruption, and ensure the immediate reporting of any corruption or suspect behaviour that threatens Vistari's reputation.
  - Adhere to safeguarding policies and procedures and immediately report any safeguarding concerns.
  - Any other related responsibilities that may be assigned by the Line Manager from time to time.

## Academic and professional qualifications

# Vistari SEZ Limited - Job description

- Bachelor's degree in Strategic Management, Business Administration, Economics, Industrial Engineering, International Relations, or related field.
- Master's degree in Strategy, Business Administration (MBA), Development Studies, or related discipline is an added advantage.

## Work experience

- Minimum eighteen (18) years' experience, with at least ten (10) years' experience in a senior strategic management or partnerships leadership role in manufacturing, development, or industrial sectors.
- Proven track record in developing and executing corporate strategies, partnership frameworks, and investment programs.
- Demonstrated experience engaging with government, donors, investors, and industry associations.
- Exposure to the textile, apparel, or manufacturing industry value chain is an advantage

## Technical skills and behavioural competencies

- **Strategic Foresight & Systems Thinking:** Ability to translate macro trends into actionable business strategies.
- **Partnership Development & Negotiation:** Skilled in building and managing complex stakeholder alliances and multi-party agreements.
- **Business Acumen:** Deep understanding of market dynamics, business modelling, and investment analysis.
- **Innovation Leadership:** Ability to promote technology adoption, sustainability, and process modernisation.
- **Policy & Regulatory Insight:** Knowledge of industrial policy, trade frameworks, and investment regulations.
- **Analytical & Research Skills:** Proficient in data analytics, scenario planning, and strategic forecasting.
- **Project & Change Management:** Experience leading cross-functional initiatives and institutional reforms.
- **Communication & Diplomacy:** Strong interpersonal, negotiation, and presentation skills across corporate and public forums.
- **Team Leadership & Collaboration:** Proven capability to lead multidisciplinary teams and foster organisational alignment.
- **Integrity & Professionalism:** Upholds ethical conduct, transparency, and accountability in all engagements.
- **Values and work ethic:** High integrity, ethical judgment, results-driven approach, and commitment to accountability.

## Sign off

|                          |            |       |
|--------------------------|------------|-------|
| Job holder name:         | Signature: | Date: |
| Line Manager name:       | Signature: | Date: |
| Secondary Reviewer name: | Signature: | Date: |