
Job Location: Limuru

Position: Chief Executive Officer (CEO)

Reports To: Board of Directors

Job Ref: TI/2022/08/26

Position: Commercial Lead

We have an exciting career opportunity for a CEO position for our client (an agricultural value chain dealer) who is based in **Limuru** to lead the business.

Role Purpose

The Chief Executive Officer (CEO) provides strategic leadership and overall management of the company to achieve sustainable growth and profitability. The CEO is responsible for driving the company's vision of transforming the agricultural value chain through innovative digital marketplace solutions, financing, and value-added services that create value for farmers, buyers, and other stakeholders.

Main Responsibilities

1. Strategic Leadership

- Develop and implement the company's vision, mission, and long-term strategy.
- Lead business growth and expansion initiatives.
- Identify new business opportunities, partnerships, and markets.
- Ensure the company remains innovative and competitive within the Agri-Tech sector.

2. Business Growth

- Drive revenue growth and profitability.
- Oversee the development and delivery of digital marketplace solutions and related services.
- Build strong relationships with customers, investors, financial institutions, development partners, and government agencies.
- Promote the company's brand and market presence.

3. Operations Management

- Provide oversight of all company operations to ensure efficiency and excellence.
- Ensure seamless delivery of products and services across the agricultural value chain.
- Monitor business performance through key performance indicators (KPIs).
- Promote continuous improvement across all departments.

4. Financial Management

- Lead budgeting, financial planning, and resource allocation.
- Ensure sound financial management and sustainability.
- Monitor financial performance and manage business risks.
- Present business performance reports to the Board.

5. Leadership and People Management

- Build and lead a high-performing leadership team.
- Foster a culture of accountability, innovation, collaboration, and integrity.
- Support talent development, succession planning, and employee engagement.
- Ensure compliance with employment laws and company policies.

6. Governance and Compliance

- Ensure compliance with legal, regulatory, and industry requirements.
- Implement sound corporate governance practices.
- Manage strategic, operational, financial, and compliance risks.
- Maintain strong relationships with the Board of Directors and provide regular strategic updates.

Key Performance Indicators (KPIs)

- Revenue and profitability growth.
- Customer acquisition and retention.
- Growth in marketplace transactions.
- Strategic partnerships established.
- Operational efficiency.
- Employee engagement and retention.
- Achievement of strategic objectives.
- Compliance and governance standards.

Qualifications

- Bachelor's degree in Business Administration, Agriculture, Finance, Economics, Technology, or a related field.
- Master's degree (MBA or equivalent) is an added advantage.
- Professional qualifications in leadership, finance, or governance are desirable.

Experience

- Minimum of 10 years' progressive leadership experience, with at least 5 years in a senior executive role.

- Experience in Agribusiness, Agri-Tech, Digital Platforms, Financial Services, Supply Chain, or a related sector.
- Demonstrated success in business growth, strategy execution, fundraising, and stakeholder management.

Key Competencies

- Strategic thinking and vision.
- Business and commercial acumen.
- Leadership and people management.
- Financial and analytical skills.
- Negotiation and partnership building.
- Decision-making and problem-solving.
- Excellent communication and presentation skills.
- Innovation and change management.
- High ethical standards and integrity.