



# KOMAZA

<https://jobs.eagmark.net/job/carbon-associate/>

## Description

Combining high-scale operations with digital intelligence, Komaza is revolutionizing African forestry – unlocking the potential for small-scale farmers to serve booming wood markets.

We're planting commercial-grade forests at a rate of over 1.5 million trees per year, expanding our farmer base by 5,000+ – and we're growing fast. To date, we've planted over 8 million trees with 25,000 farmers, making us Kenya's largest industrial tree planter. We hold the only sustainable blueprint for meeting Africa's \$30B wood supply crisis. Smallholder farms offer nearly limitless land and can develop a hectare of trees at a far lower cost than big plantations.

We have been recognized with numerous awards and investments, including The Climate Policy Initiative, The Nature Conservancy, Forbes, and Novastar Ventures.

## About the team

Komaza's unique business model comes with unique challenges and opportunities. With our ambitious social and environmental mission, for-profit orientation and our rapid year-on-year growth, the Strategic Operations team serves as the internal consulting function and is tasked with solving critical organizational challenges, implementing key strategic initiatives, catalyzing change, and improving organizational performance across the business

## About the role

As an Associate on the team, you will be responsible for leading projects, driving results, collaborating with and advising senior leadership, shaping organizational culture and managing change across the business. The role reports to the Strategic Operations Manager and will be based in Nairobi with occasional travel to our forestry sites in Kilifi, Kwale and Nyandarua. Our aim is to develop our Associates to become future business leaders. As such, you will receive regular coaching from your manager and mentorship from our Senior Leaders. We have a strong culture of career development for our team and we invest in learning and development programs as required. Further, you will have the opportunity to build a rewarding long-term career by playing a key role in shaping a rapidly growing social enterprise.

## Responsibilities

- **Strategic Projects:** You will take on and lead critical cross-functional strategic projects needed in order to achieve Komaza's vision.
- **Performance Improvement:** You will partner with Directors and

## Carbon Associate

### Hiring organization

Komaza

### Employment Type

Full-time

department leads across the business, appraise their systems and identify and drive improvement opportunities.

- **Fieldwork:** You will work closely with our field teams and farmers to design and implement trails, roll out new innovations, capture insights and feedback, through a combination of on-ground and remote support.
- **Change Management:** You will help the business by guiding the change process, including driving collaboration across teams and business units, and implementing and managing change.
- **Trusted Advisor:** You will serve as a sounding board for Senior Leaders and Executives, developing a trusting relationship and providing guidance to help them make key strategic decisions.

## Qualifications

At least 3 years of work experience in a role requiring strong problem solving skills (management consulting, high-growth start-up, etc.).

A relevant bachelor's degree from a top tier university (Business, Economics, International Development, Engineering).

The ability to independently take a complex question, identify the most efficient route to a useful solution, and structure the work into manageable milestones.

Analytically minded, using data coupled with sound business judgment to influence business decisions.

Advanced proficiency in both Excel and PowerPoint.

## You're Also

A great communicator who thrives in a collaborative environment, and is able to convey complex information clearly and concisely in writing, quantitative reports, and verbally.

A critical thinker who scrutinizes all information presented to them and takes great satisfaction from solving complex problems.

A team player who is comfortable in a rapidly evolving start-up environment, working across a number of different projects.

Able to create positive working relationships and inspire a diverse group of teammates in the field and in the office.

Outstanding responsiveness to feedback: You should see feedback as a chance to improve and also know how to give it constructively.

Interest in sustainable economic development and / or agroforestry.

APPLY NOW