Who We Are & What We Do

EarthEnable is transforming how people live by making homes healthier for families across rural Rwanda and helping to reduce the polluting impact of the building industry on the environment. 80% of Rwandans live in homes with dirt floors that are dusty, unsanitary, and fertile breeding grounds for parasites and germs. While replacing a dirt floor with concrete has significant health benefits (e.g., reducing diarrhea by 50% and parasitic infections by 80%), concrete is unaffordable for many who need it and is a huge contributor to global pollution.

To counter the environmental and affordability issues surrounding concrete, EarthEnable has spent the past 8+ years developing and selling high-quality, earthen floors and plasters that are 80% cheaper than concrete with 90% less embodied energy. Our next step is a collaborative research project to identify more potential innovations in low-carbon buildings.

About the Role: District Manager (Karongi, Nyamagabe, Nyamasheke, Gisagara, and Nyanza)

As the Rwanda District Manager at EarthEnable, you will play a crucial role in ensuring the quality and success of our construction projects in Rwanda. Working closely with construction trainers, district personnel responsible for construction, and builders, you will oversee the construction process to ensure that every house built meets our high standards of quality.

Key Responsibilities:
- Collaborate with construction trainers, district personnel, and builders to develop construction schedules and plans.
- Monitor construction progress and quality to ensure adherence to established standards and timelines.
- Provide guidance and support to construction teams, addressing any challenges or issues that may arise during the building process.
- Hold construction teams accountable for meeting project goals and delivering on their plans.
- Conduct regular site visits and inspections to assess construction progress and identify areas for improvement.
- Liaise with relevant stakeholders, including local authorities and community members, to ensure smooth project implementation.
- Assist in the recruitment and training of construction personnel as needed.
- Maintain accurate records and documentation related to construction activities.

**Job Description and Expectations**

**Leadership through Service to Others:**
- Build and develop a competent district team dedicated to the success of the company.
- Provide support, guidance, and mentoring to team members, fostering their professional and personal growth.
- Cultivate a culture where each team member feels valued and supported at both professional and personal levels.

**District Success:**
- Ensure consistent delivery of high-quality builds and maintain high levels of customer satisfaction within the district.
- Strive for a 90% customer satisfaction rate in the district.
- Maintain profitability through innovative and cost-effective strategies to control expenses and optimize resources.

**Team Management and Culture Building:**
- Foster a culture of accountability within the district team.
- Effectively manage tasks and deadlines at both individual and district levels.
● Oversee and manage the work accomplished by the district team, maintaining flexibility to address unexpected issues.
● Conduct frequent field visits to monitor team performance and provide support as needed.
● Ensure accurate and timely updating of relevant district data and maintain financial integrity.

Government Relations:
● Develop and maintain relationships with local government entities.
● Facilitate channel partner deals and coordinate their execution effectively.

Skills and Competencies Required:
● Construction Expertise: Proficient in construction techniques, materials, and standards for flooring and plastering, with the ability to interpret processes and ensure compliance with our set standards
● Project Management: Skilled in planning, scheduling, and managing resources to ensure timely house completion with proficiency in project management software.
● Sales Proficiency: Knowledge of effective sales and marketing strategies for our target market, and hold accountable CSOs
● Supply Chain Management: the ability to control district tools and ensure they are effectively used to the best use
● Quality Assurance: Strong understanding of quality control practices to maintain high and ensure customer satisfaction with the final product.
● Strong networking skills to build and maintain relationships with stakeholders.
● Financial acumen to manage district budgets and expenses effectively.
● Advanced computer skills, including proficiency in email communication, project management tools (e.g., Asana, Salesforce, and Google Apps.)
● Excellent negotiation skills to facilitate channel partner deals and navigate government relations effectively.
● Proven management skills to lead and develop a successful district team.

How to Apply: fill out this form shared and share all relevant supporting documents
Deadline: