



JOB DESCRIPTION: DESIGN FELLOW – REDESIGNING THE WORK EXPERIENCE

Company: EarthEnable

Reports to: Uganda Managing Director

Location: Time split between Jinja, Uganda and Kigali, Rwanda

Time Frame: 3 months (June-August)

Who We Are

At EarthEnable, we believe that our clients deserve our very best, that morning high-fives are the best way to start the day, and that the best ideas could come from any part of the company. We celebrate each other's wins, learn from our setbacks, and are deeply proud of the impact we make every day. We believe that a clean, dust-free floor means more than living in a healthy home. It means pride and dignity in the place our customers most treasure: their homes. Being a part of our team means more than building floors: it means building an organization and building a better future for rural families.

What We Do

EarthEnable is transforming the way people live by making homes healthier for families across rural Rwanda and Uganda. 80% of Rwandans and Ugandans live in homes with dirt floors which 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.

EarthEnable addresses this pressing and ubiquitous problem by selling high-quality, earthen floors that are 80% cheaper than concrete with 90% less embedded energy. Earthen floors are prevalent in modern homes in the United States and are composed of natural materials (gravel, clay, sand, and laterite). EarthEnable trains and hires local masons to install the floors which are sealed using a proprietary drying oil that makes them waterproof, strong, and polished.

About the Role

The Design Fellow will take charge of a project examining EarthEnable's people-processes from recruitment, to onboarding, to professional development within the organization. We have an amazingly passionate team and a great familial culture, and want to leverage those building blocks to make EarthEnable the most meaningful work experience anyone could imagine, from a junior mason to a senior director at the company. This fellowship will include building empathy with our team and potential



teammates through shadowing and interviews and working directly with the CEO and Uganda Managing Director to develop recommendations and systems/processes for executing on these recommendations, all from a human-centered perspective. Please note that the fellow will be expected to make bus trips between our Rwandan and Ugandan office and to ride on motorcycle taxis for trips to the field.

The responsibilities of this role will include, but certainly not be limited to:

Identify Key Needs within EarthEnable's Current People-Processes

- Meet with employees and analyze other sources of feedback and data to identify current failures and components or attributes of our processes that need improvement
- Shadow and interview team members to better understand their experiences and needs (note that since much of our team are masons/sales reps from rural Rwanda/Uganda, this will likely involve field work)
- Work to identify and understand what drives our team's happiness and productivity
- Identify strengths and weaknesses within our recruiting processes

Communicate Findings with the CEO and Uganda Managing Director

- Report findings and recommendations directly to the CEO and Uganda Managing Director
- Receive and incorporate feedback into recommendations when appropriate

Recommend and Establish New Processes and Protocols Based on Findings and Feedback

- Work directly with the CEO and Uganda Managing Director to develop recommendations and systems/processes for executing on these recommendations, all from a human-centered perspective
- Develop ways for candidates to have a fantastic experience applying, whether successful or not
- Develop best recruiting practices to help convince stellar candidates to join our team
- Create a professional development framework that is holistic, versus a series of trainings
- Recommend alterations to our working environment and working experience to maximize our team's happiness and productivity

Benefits



- Modest accommodation
- Food stipend
- All in-country work-related travel
- Travel health insurance

Qualifications

- Pursuing a Master's/graduate degree in business, human-centered-design, or a related field
- Experience working on, or ideally leading, a similar design project for another organization
- Ability to be creative, strategic, analytical, and think outside the box to solve problems
- Excellent attention to detail, commitment to excellence, and outstanding work ethic
- Flexible and adaptable to changing environments; thrives in a bootstrapped culture
- Optimistic attitude, entrepreneurial spirit, curiosity to learn new things
- Ability to work on a variety of tasks at the same time, and keep track of a variety of workstreams
- Humble and patient team-player with a sense of humor
- Creative human-centered-design thinker
- Loves working with and learning about people

Please visit our website for further information: <https://www.earthenable.org/>. To apply, please email maria.burzillo@earthenable.org your CV and cover letter. Please be sure to state what excites you most about this role and what you think will be most challenging about it in your cover letter. We are looking forward to reviewing your application!