



JOB DESCRIPTION: Project Manager (Uganda)

Company:	EarthEnable Rwanda
Reports to:	Uganda Managing Director
Location:	Jinja, Uganda
Compensation:	Starts modest, commensurate with experience, with significant performance-based raises

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. 61% of 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 already 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

This Project Manager job is suitable for an experienced manager looking to challenge themselves with a diverse role at a relatively young company. We are looking for a superstar who can juggle a diverse set of tasks. This role will report directly to the Uganda Managing Director.

This role also offers the opportunity to learn a whole host of new skills as the candidate will be required to work closely with different teams as required. Examples of projects this manager may include creating a model for micro-entrepreneurs, managing the expansion of EarthEnable to a new district, or testing different marketing strategies.

The candidate will be responsible for business model experimentation and as such will be responsible for:

- Piloting new business model innovations/products/or business adaptations:



- Create a roll-out strategy and workplan for trials to ensure well-organized execution
- Build partnerships with any stakeholders required for trial including vocational institutions and local government
- Create all internal and external documentation required for pilot program
- Coordinate pilot with necessary support functions (systems, finance..)
- “Firefight” issues as they come in the pilot stage
- Reporting on pilots and strategize on further iterations of pilot:
 - Lead strategy sessions with key stakeholders on how to improve innovation pilots
 - Report of progress of pilots and areas that are actively being improved using both quantitative and qualitative data
- People management and training
 - Manage the district team to implement the pilot
 - Ensure team receives coaching and feedback to grow career including weekly one on ones and quarterly reviews
 - Within your role, ensure that your team connects to the EarthEnable mission and values

Qualifications

- Minimum of 3 years experience in project management role preferably with start-up
- Strong leadership skills and experience managing a team with several junior members
- Comfortable in a shifting role with new projects on an annual or bi-annual basis
- Strong communication skills as this position will interact with several departments
- Strong project management experience from building work plans to execution and delivering results
- Fluent in English with a preference to Lusoga/Lugunda speakers
- Ability to work and live in rural districts
- Strong computer skills particularly in Microsoft Excel
- Strong analytical skills
- Commitment to excellence, outstanding work ethic, and attention to detail

To apply, email your resume or CV and cover letter to www.earthenable.org/applynow. Please state what excites you most about this role, and you think will be most challenging about it.