



Nyamata, Rwanda | [www.earthenable.org](http://www.earthenable.org) | [info@earthenable.org](mailto:info@earthenable.org)

**Job Title:** Female Mason Program Officer  
**Company:** EarthEnable, Incorporated  
**Reports to:** Chief of Staff  
**Location:** Kigali and various locations around Rwanda, with extended periods of time staying in various districts.  
**Timeframe:** 2 years  
**Salary:** 500K-750K Rwf/month gross (~350K-500k Rwf/month net)  
**How to Apply:** Fill out the form [here](#).

#### 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 can 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 treasure most: 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. 62% 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 96% less carbon emissions. Our earthen floors are composed of natural materials (gravel, clay, sand, and laterite) and sealed using a proprietary drying oil that makes them waterproof, strong, and polished. EarthEnable trains and certifies micro-franchisees who run their own businesses selling and installing the floors in their communities. EarthEnable has already enabled 65,000 people to live on clean, beautiful floors across Rwanda and Uganda, and has big plans to scale across East Africa and beyond in the coming years.

#### About the Female Mason Program

EarthEnable places a high value on gender equality and women's empowerment, with a vision to make the company 50% female by 2030. However, the construction sector in Rwanda is highly male-dominated, which is reflected in the micro-franchisees who sell and build EarthEnable products - currently, less than 15% of them are female.

EarthEnable aims to change this by designing and delivering a mason training program which specifically targets women, providing them with a safe space and support networks which will enable their skills and confidence to flourish. This training program will begin with a 2-month intensive training in 5 rural districts in Rwanda for a total of 50 women. The training will provide a standard set of skills in construction and business management skills, along with confidence-building and life skills workshops on topics like communication, identity, leadership, mental health, conflict management, managerial soft skills, gender norms, and how to engage their families in discussions about the program.

The training will be followed by 1-2 years of targeted coaching and support of these women by EarthEnable support teams at the District level. EarthEnable will also provide support to existing female micro-franchisees and other female trainees in other districts around Rwanda, even if they did not participate in the 2-month female-only training.

#### About the Role

EarthEnable is searching for a motivated, hard-working individual (preferably a woman) to take the lead in program design and implementation of the female mason program, with the goal of increasing the number of women in EarthEnable's micro-franchisee workforce and challenging traditional gender norms which prevent women from working in the construction sector.



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Specific responsibilities of the role will include:

- Conducting an analysis of the factors which prevent women from entering the construction sector and/or becoming successful masons/micro-franchisees, with implementable recommendations to address these factors.
- Collaborating with district teams in the design and implementation of recruitment campaigns targeting women.
- Designing confidence building/life skills workshops and Family Days in collaboration with a gender and inclusivity consultant.
- Coordinating and delivering confidence building/life skills workshops and Family Days in collaboration with district support teams in 5 districts.
- Problem-solving challenges and implementing creative solutions.
- Training district leaders across Rwanda in specific support that can be provided to female trainees and micro-franchisees to avoid drop-out.
- Coordinating support networks of female trainees and micro-franchisees around Rwanda.
- Providing support to female trainees and micro-franchisees on women-specific issues and life skills, and proposing organizational changes where relevant.
- Designing and implementing other small-scale initiatives in local communities to challenge mindsets around women's abilities in construction.

Qualifications:

- Understanding and empathy about issues faced by rural Rwandan women; experience working in gender equality initiatives would be a plus.
- Experience designing and/or delivering training sessions.
- Experience in program implementation is highly desirable.
- Strong communication, interpersonal, and teamwork skills.
- Experience working in rural communities with a variety of stakeholders.
- Research and writing skills.
- Resourcefulness and creative problem solving abilities.
- Positive attitude, self-starter, entrepreneurial spirit, sense of humor, and willingness to learn new things.
- Commitment to excellence and outstanding work ethic.
- Strong alignment with EarthEnable's values:
  - Take pride in our impact on health. Work passionately to change the way people live.
  - Set the bar for customer care. Exceed their expectations every step of the way.
  - Work hard and work together to achieve our most ambitious goals and dreams.
  - Be resourceful and responsible with money; our impact depends on it.
  - Treat everyone with fairness, empathy, and concern with which we expect to be treated.
  - Trust each other to have the humility to support and the vulnerability to be supported.

To Apply: Click [HERE](#) to fill the application form.