



Headquarters: Nyamata, Bugesera District, Rwanda | **Uganda:** Plot 5, Zaina Road, Mpumudde, Jinja District
info@earthenable.org | www.earthenable.org | Toll Free: 0800332332

Job title: Research and Development Manager
Company: EarthEnable Uganda
Reports to: Senior Research and Development Manager
Location: Uganda (with in-country and international travel)
Net Salary: US\$1,500,000 - US\$3,000,000 depending on experience

Who We Are

At EarthEnable, we believe that our clients deserve our very best, that the best ideas can come from any part of the company, and that failure is necessary for success. 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 home means more than good health. It means pride and dignity in the place our customers most treasure, their homes! Being a part of our team means more than building housing products; 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. 65% of Rwandans and Ugandans live in homes with dirt floors and mud walls 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%), and upgrading a mud structure would be significantly safer, concrete and other modern building materials are unaffordable for many who need it.

EarthEnable addresses this pressing and ubiquitous problem by selling high-quality, earthen housing products that are 80% cheaper than concrete equivalents with 90% less embodied energy. Earthen construction is already prevalent in modern homes across the world, and we have innovated on distribution models that make our products ultra-affordable. EarthEnable trains and certifies local franchisees to install our products which are sealed using our proprietary drying oil that makes them waterproof, strong, and beautiful.



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About the Role

The Research and Development Manager is a leader in research efforts to improve our existing flooring product, as well as innovate and develop new affordable, healthy and durable housing products. He/She will work closely with Uganda Department Managers to discuss the potential way to improve livelihoods of the rural communities we serve through providing our affordable and sustainable products. He/She will then integrate key learnings and product innovations into the company's operating model to drive continued growth and success in the long-term.

The responsibilities include:-

1. Identify key R&D needs to prepare the workstream

- Travel to field stations to meet clients and gather feedback in a structured way (surveys, etc) on existing products, and also gather their feedback to transition into the workstream
- Work with teammates (department leader, franchises, master franchises, etc) to understand what drives perceived value in clients, in order to prioritize various initiatives in the R&D pipeline.

2. Develop Research Agenda

- Propose ideal research agenda (monthly, and quarterly) by weighing priorities and considering criteria such as the potential for impact, cost-benefit, and the likelihood of success
- Allocate resources from the R&D budget towards this pipeline of research projects
- Create a team tracking performance to ensure efficiency and productivity while executing the agenda.

3. Execute Against R&D Agenda

- Manage the team (Associates, officers, assistants, masons) to execute on the research agenda
- Create research or experiment protocol to ensure efficient plan and execution which leads to success
- Document failure or success with facts based (qualitatively and quantitatively) for future reference.
- Track and push forward multiple research projects simultaneously



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4. Communication and dissemination of learnings for Implementation

- Transition unsuccessful experiments to a new research avenue
- Communicate findings and tradeoffs effectively to fellow managers and your supervisor.
- Create a manual that serves as a guide to successful learning which relevant departments will take forward.
- Coordinate transition/ dissemination of successful experiments to implementation, partnering closely with Quality Assurance, Operations, and Construction departments to ensure smooth implementation.
- Any other duties assigned from time to time.

Essential requirements include:-

- 3+ years of experience in the engineering sector, construction, and designing of products. Experience in a similar/related role is essential.
- A bachelor's degree in civil engineering or any related field. A master's degree in the same fields is an added advantage
- Good awareness of the development and manufacturing infrastructure internationally.
- Good financial and budgetary planning.
- Excellent organizational skills, ability to prioritize work and systematic approach to tasks.
- Thorough / attention to detail; excellent report writing skills required.
- Strong work ethic: Highly self-motivated, self-driven, "can-do attitude" and ability to multitask.
- Accountable and Responsible for established timelines and goals.
- Proactive approach to addressing compliance issues and assuming responsibility for compliance deficiencies.
- Ability and experience in gap analysis and action plans.
- The company works with a number of stakeholders both inside and outside the company, the ideal candidate will demonstrate excellent interpersonal, communication and presentation skills, strong analytical and problem solving skills.
- Proficiency in speaking, comprehending, reading and writing English is required.
- Willingness to travel to different rural locations and countries when the need arises.
- Strong alignment with Earth Enables 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



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treated.

- Trust each other to have the humility to support and the vulnerability to be supported.
- Relentlessly innovate to do what's never been done, embrace risk and failure as a way to learn, evolve, and create more impact

To Apply;

Send your CV, and a cover letter, to gloria@earthenable.org. Your cover letter should include why you are interested in the role, explain how your experience is relevant to the role, and answer the question of how you balance affordability and durability while designing a business model for the new product or improvement of existing ones.

NB:- Only shortlisted candidates will be invited to participate in the interview process.

The deadline for receiving applications will be May 15th, 2023