

horizont3000 - Austrian Organization for Development Cooperation, is seeking an Expert for Organisational Development for a **SHORT-TERM ASSIGNMENT in Nairobi (Kenya) UNTIL THE END OF 2026.**

Advisor for Social Enterprise Capacity Building in Child Rights Organisation

Full time at Rescue Dada Centre in Nairobi

Rescue Dada Centre is a registered Charitable Children's Institution whose legal holder is the Catholic Archdiocese of Nairobi. The Centre was established in 1992 with a mission to reduce the number of streets connected children within Nairobi, focusing on girls. RDC aims at empowering the girls to achieve their full potential and increasing the livelihood security of their caregivers. This is done through preventive and curative measures, by rescuing, rehabilitating, reintegrating and re-socializing street connected girls into a conducive family environment, educational sponsorship, strengthening skills and economic empowerment of their caregivers and increase commitment of care providers and communities to uphold children's right. Recently, the organization opened a new centre in Kamulu for girls.

There is need to provide hands-on technical expertise and structured guidance to enable the Centre to establish and operationalize three sustainable social enterprises in both Kamulu and Ngara, Nairobi.

- > A productive and market-oriented kitchen garden and agriculture adjacent land
- > A compliant and commercially viable water refilling and bottled water station in Kamulu
- > Structured vocational training units in cosmetology and catering operating under a social enterprise model

The mission aims to move these initiatives from concept to practical implementation by developing viable business models, establishing operational systems, ensuring regulatory compliance, building internal management capacity, and supporting the initial launch phase.

Your Responsibilities

The advisor supports the team in the areas:

- Provide technical guidance and advice on business models, operational planning, and sustainability strategies
- Mentor and coach staff on enterprise management, financial tracking, and reporting systems
- Support staff in understanding and navigating regulatory and licensing requirements
- Advise on marketing, branding, and customer engagement strategies
- Facilitate capacity building workshops, coaching sessions, and knowledge transfer for management and operational staff
- Support the development of standard operating procedures (SOPs) and internal guidelines for each enterprise
- Provide feedback on business plans and operational strategies, ensuring they are feasible and aligned with sustainability goals
- Promote a learning culture by documenting lessons learned and facilitating knowledge sharing
- Strengthen internal management systems to enhance independent decision-making and operational ownership.

Your Profile

- **Master's degree in Business Administration or Economics, Agrobusiness, or related field**
- Minimum of four (4) years' relevant professional experience

- Knowledge in business management with practical experience in the NGO sector
- Proven experience in mentoring and coaching organizational staff, particularly in nonprofit or community based organizations
- Strong skills in enterprise advisory, financial modelling, and cost-recovery strategies
- Understanding of market analysis, operational planning, and sustainability strategies
an analytical mind with problem-solving abilities
- Team player with excellent communication and presentation skills
- Able to work in a multicultural setting and respects diversity
- Previous work with vocational education institutions is an added advantage.
- Fluency in English
- **For the North2South assignment we are looking for an expert with a valid work permit for Austria/ EU as well as Kenya. The position cannot be filled with a local contract/Ugandan!**

Our Services

Further information on financial benefits can be found in the [FAQs](#). **The position will be filled as soon as possible.**

Your Working Environment

Location of work

The work place will be based in Nairobi with some frequent travel to Kamulu Centre.

Nairobi

Nairobi is a metropolis with about 4.4 million inhabitants. It is located at an altitude of about 1800 metres above sea level, and therefore has a moderate subtropical highland climate. Due to the altitude, the evenings are usually cool, with temperatures around 10 degrees Celsius, while daytime temperatures average between 23 to 27 degrees Celsius.

Nairobi is home to a large expat community and provides a high number of shopping malls and other leisure/supply facilities that meet international standards. In addition to that the city hosts a big number of high-quality health care facilities, like the Kenyatta National Hospital, the Aga Khan University Hospital, or the Gertrude's Children's Hospital and provides for plenty of well-equipped pharmacies that are open 24/7. In addition to that the city is a hub for numerous academic and cultural institutions and museums, which attract people from all over the region. Due to a big housing market it is relatively easy to find an adequate living space within Nairobi. The popular residential areas close to the city center experienced a hike of rental prices but there are areas that still provide an affordable number of proper living space - for example, Westlands and Kileleshwa.

Although the security situation in Nairobi has continuously improved during the past years, the city is still struggling with comparably high rates of crime. Therefore, it is advisable to stay vigilant and cautious at all times. A generally big security challenge throughout Nairobi is traffic, which is especially dangerous during rush hours. Especially at night, it is advisable to use a registered Uber, or a trusted taxi driver.

Diversity, inclusion and equal opportunities are very important to horizont3000. We welcome applications regardless of gender, age, ethnic origin, nationality, religion, disability or sexual orientation via our job portal.

horizont3000 is committed to providing a safe organization and to preventing harm in any form for all staff and associated personnel, children and the community with whom they interact. Therefore, horizont3000 is implementing the

highest standards of recruiting incl. check of criminal records and vetting procedures. Selected candidates adhere to the Code of Conduct of horizont3000.

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