



Job Description

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Job Title Country Lead – Tanzania	Job Location Dar es Salaam	Category -
Job Type Full Time	Job level Director / CXO	Industry Fintech

Open to Expatriates

Open to Expatriates & Local Nationals

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Fintech: 7 Years
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

The Country Lead – Tanzania will be fully responsible for launching, scaling, and managing Company's operations in Tanzania. The role involves driving commercial expansion, building strategic partnerships in the agricultural value chain, leading local team development, and ensuring full regulatory and compliance alignment.

You will spearhead Company's entry into Tanzania starting with the coffee sector in partnership with major global agri-companies, then scale into other value chains such as avocado, oilseeds, and dairy. This is a high-impact leadership role requiring strong commercial acumen, deep local networks, and the ability to operate effectively across boardroom and field environments.

Responsibilities

1. Business Development & Growth

- Lead Company's commercial strategy in Tanzania
- Secure and scale partnerships with agri-companies, cooperatives (AMCOS), and value chain stakeholders
- Drive adoption of Company products (digital loans, insurance, payments)
- Improve loan conversion, repayment rates, and overall portfolio performance using data-driven insights
- Expand operations from coffee into other agricultural value chains

2. Market Entry & Operations Execution

- Lead the successful launch of Company in Tanzania
- Translate product and strategy from HQ into local execution
- Spend significant time in the field (upcountry) engaging farmers and partners
- Identify market opportunities and provide feedback to product and AI teams

3. Team Leadership & Organisational Building

- Recruit, build, and lead a high-performing local team in Tanzania
- Develop a strong performance-driven and values-aligned culture
- Ensure effective coordination between Tanzania operations and HQ (Kampala)

4. Stakeholder & Government Relations

- Build and manage relationships with key stakeholders including banks, financial institutions, and agri partners
- Engage government bodies such as Ministry of Agriculture, Coffee Board, Ministry of Finance, and regulatory authorities
- Represent Company in strategic discussions and industry forums

5. Compliance & Governance

- Ensure full compliance with Tanzanian regulations (e.g., TRA, PDPC, and others)
- Oversee risk management and regulatory reporting requirements
- Maintain ethical standards and operational integrity

Education & Qualifications

- Minimum 7+ years of experience in a commercial, business development, or leadership role
- Experience in fintech, agriculture, agribusiness, or technology sectors is highly preferred
- Proven track record of building partnerships and scaling business operations
- Experience working with senior stakeholders, government agencies, and private sector partners
- Demonstrated ability to work across both strategic and field-level execution environments
- Open to Tanzanian nationals and Expatriates.

Requirements

- Bachelor's degree in Business, Agriculture, Economics, Finance, or related field (Master's degree is an added advantage)

Characteristics

- Strong entrepreneurial mindset with high ownership of outcomes
- Highly self-driven with relentless execution focus
- Strong problem-solving ability with bias for action and improvement
- Comfortable operating across boardroom discussions and field-level execution
- Strong integrity with uncompromising ethical standards
- Fast learner with ability to adapt in a dynamic startup environment
- Strong relationship builder across government, private sector, and farmer networks
- Able to operate independently while aligning closely with HQ strategy
- Fluent in English and Swahili

Reporting To

Chief Executive Officer (CEO)

Driving Licence

Not Required

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