

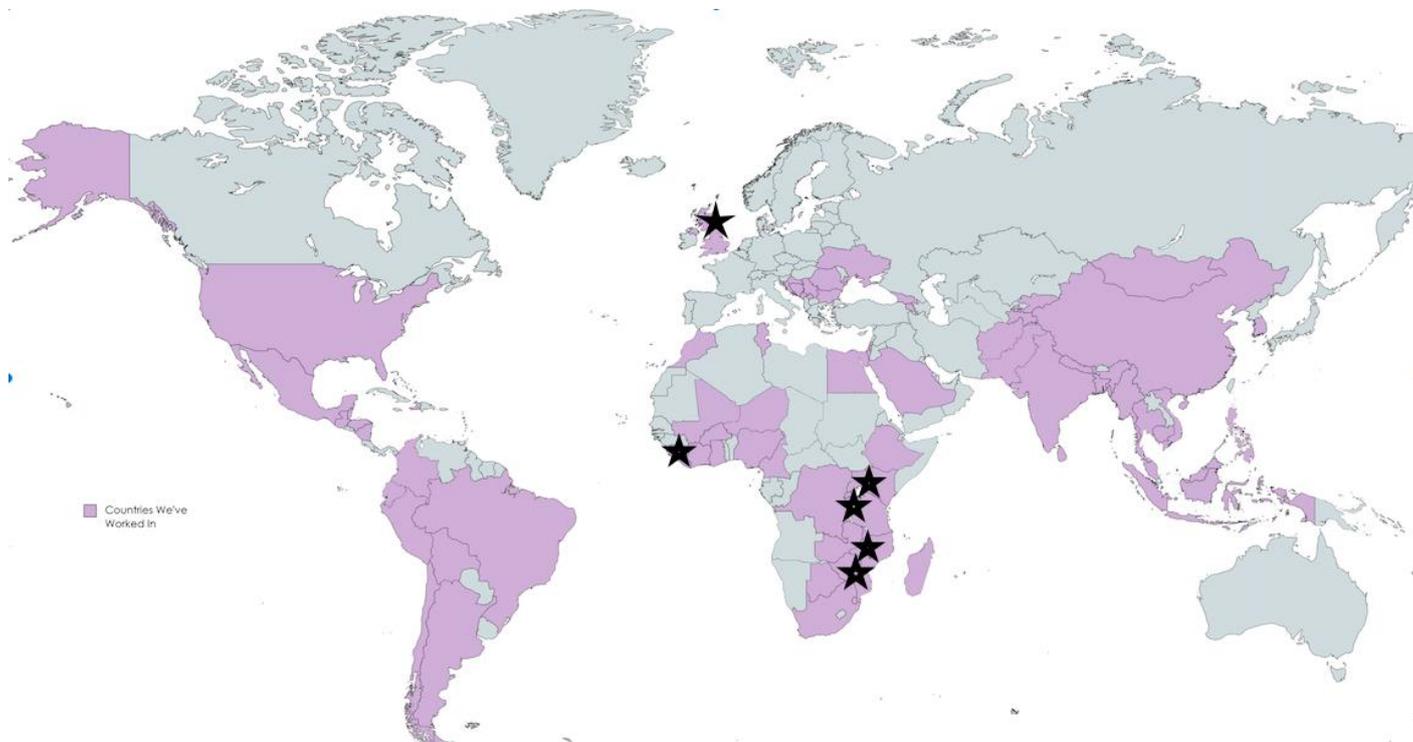
**Challenges
Group**



Recruitment Pack

**Business Development and
Partnership Management**

All about us



We are an international enterprise development organisation that delivers enterprising solutions to global challenges.

We operate globally and have offices in seven countries: Ghana, Malawi, Rwanda, Tanzania, Uganda, the UK, and Zambia.

Our Approach

We have had the privilege of partnering with enterprise ecosystem support organisations across 89 different markets and countries.

Through working directly on-site with over 5,000 individual enterprises, our approach to enterprise support is rooted in tried and tested methodologies and our culture, then refined by 25 years of

application. An innovative mindset underpins everything we do at Challenges Group. From our experience, we believe that real performance improvement is unlocked when there is an understanding of the business model and its delivery, the people, and the ecosystem. Then, to add value, Challenges Group must bring an innovation mindset to plan and support transformation.

Our History

We have been operating globally for 25 years across four continents.

Since 1999, we have provided over 223,770 onsite consulting days, delivered £92 million in debt and equity financing, and supported more than 5,000 social businesses in 89 countries.

Our 3 Pillars

1. There for the Journey

To support any enterprise with what it needs, when it needs it, we have developed and delivered a suite of tools and methods to support enterprise from idea to investment. So, rather than having a single programme model, or one-to-many service offering, we have a full-service one-to-one offering – we give enterprises the bespoke support they need at whatever stage they are.

2. A 3-Dimensional Understanding

To design and deliver the correct support to any enterprise, we take a holistic approach. We assess where the intervention is most needed (the enterprise itself, its people, or its ecosystem) depending on their present situation or future opportunity. The results are a multi-faceted enterprise improvement approach, with changes to all 3-dimensions reinforcing each other to ensure sustainable change.

3. Innovation Mindset

For us, innovation means the practical implementation of ideas that result in enterprise improvement – not invention. We help deliver incremental gains by working with enterprises to adapt ideas and models and apply them in new contexts to maximise impact. We use enterprise experts who have lived experience supporting often hundreds of individual enterprises in emerging economies, to verify the efficacy of business models, and to use adapted design thinking approaches as a launchpad for innovations for specific problems in specific contexts.

Our Values

WE'RE DRIVEN BY IMPACT

We are passionate about creating sustainable impact. We want to support enterprises so that they're better able to tackle big global challenges.

WE LOVE TO COLLABORATE

We think the best solutions arrive when we collaborate – with colleagues, with enterprises, and with partners. Collaboration brings new ideas and different perspectives, which means better solutions.

WE FIND A WAY

We love problem solving. We interrogate an issue. We will understand the wider context and explore all possible options, and often bring solutions that weren't immediately obvious.

WE THRIVE ON INNOVATION

For us, innovation is a state of mind, not just a tool. We are inherently curious and we challenge existing approaches; adapting ideas and models to apply them in new contexts allows us to maximise impact.



Business Development and Partnership Management

Contract

Full-time, fixed term.

Location

Kigali. With regional travel.

Salary range

RWF 38,400,000 – 45,600,000
annual gross.

How to apply

Upload your CV and a cover letter using
the link provided:

<https://ee.kobotoolbox.org/x/tTN7z2qS>

Closing date

29th March 2026.

Selection process

The selection process is planned to take

place in April 2026.

Equity, diversity and inclusion

Challenges Group welcomes applicants from all backgrounds. We are dedicated to greater diversity and inclusion within our own organisation and strive to provide equal opportunities to people of all races, ethnicities, religions, genders, sexual orientations, gender identifications and abilities.

Employment eligibility

To be considered for this role applicants must be located in Rwanda and have a right to live and work in Rwanda.



Challenges Rwanda

Challenges Rwanda is at an exciting stage of its development as we, with the support of our partners, continue to expand our product and services offerings across Rwanda's SME sector through direct and indirect engagement with SMEs. The impact of our work is significant and leads directly to job creation and sustainable livelihoods through inclusive and sustainable SME growth and strengthening local economies.

Challenges' Rwanda work streams include:

- Assessing market opportunities and advising SMEs on product, service, and growth strategy development.
- Supporting early-stage and growth-oriented enterprises with business model innovation and bankable business planning across urban and rural markets.
- Delivering enterprise diagnostics and targeted solutions to strengthen financial management, operations, governance, sales, and organisational capacity.
- Facilitating access to finance through investment readiness support and post-investment technical assistance.
- Implementing entrepreneurship and employability programmes while strengthening collaboration across the enterprise ecosystem.

Examples of our projects include:

Rwanda: [We Can Work Program](#)

Rwanda: [Coffee Market Building for People and Prosperity Project](#)

Global: [Youth to Work Programme](#)

Global: [RISE/E – Resilient, Inclusive & Sustainable Enterprises](#)

Job Description

About the role

Business Development and Partnership Management are fundamental to our strategy for positioning Challenges Rwanda as the 'go to' partner for SME performance and growth in Rwanda. The role requires proactive and dynamic engagement with funders, partners and stakeholders across Rwanda's SME ecosystem. We are seeking a skilled Manager who has proven experience and a strong track record in raising financing for SME growth and employment creation in a variety of sectors.

As part of the Challenges Group, each Manager is expected to have lived experience and hold at least one internal specialism that they can lead on within the wider group. These areas can include: Youth Employment, Green Energy and Circular Economy, Market Analysis and Strategy, Market and Financial Services Linkages, Equality, Diversity & Inclusion, Entrepreneurship, MEL, Finance & Accounting, Change Management, Investment Readiness, Proposal and Bid Writing.

1. Business Development

- Secure new business and revenue streams that align with Challenges Annual Business Development Plan and Three-Year Strategic Plan.
- Lead in producing and implementing Rwanda's country-specific Business Development Strategy.
- Lead on identifying, tracking and developing revenue generating business opportunities, including leading the write up and submission of funding proposals.
- Lead on producing timely submissions, ensuring upfront planning to meet required quality standards and timeframes.
- Ensure proposed project designs and delivery meet Challenges' and our client's quality and ethical standards.
- Use Challenges dedicated business development tools to quantify and live track viable business opportunities.
- Provide hands on support to operationalize new business initiatives and new projects, ensuring good team planning and coordination, timely completion of critical tasks and good communication with clients and partners.

2. Partnerships and Networks

- Manage and grow Challenges Rwanda's partnerships and networks by nurturing existing partnerships, physically attending meetings, events and networking forums, and focusing on partnership opportunities that will lead to new business.
- Lead in positioning Challenges Rwanda, its product offerings and industry expertise with stakeholders, ecosystem partners and networks.
- Lead in updating and/or tailoring Challenges Rwanda's capability statement for use in engaging new business partnerships.

Job Description

About the role continued

3. Business Portfolio Growth and Management

- Produce and maintain a partner and stakeholder mapping.
- Identify and nurture relationships, leading to strategic partnerships and agreement signing to unlock funding.
- Pursue innovative pilots and prototypes that offer contextualized solutions for target customers.
- Identify and propose projects/partnerships/initiatives that generate long-term business and expand and diversify revenue streams.
- Attend meetings/trainings/workshops/ engagements that are specific to our BD portfolio.
- Be proactive and take advantage of events/forums as opportunities to communicate our impact and relevance.

4. Communications and Knowledge Sharing

- Actively contribute to building critical skills and knowledge areas across the Rwanda team through training, mentorships, peer to peer on the job learning.
- Work with Communications teams in Rwanda and at Group level to ensure visibility and credibility of the Challenges Rwanda brand.
- Develop and/or facilitate effective feedback mechanisms – from team, partners, stakeholders - to strengthen how you communicate and respond to identified needs as a team.
- Support the recruitment, onboarding and induction of new team members.
- Organize and/or attend networking events to expand our professional networks, promote knowledge sharing and exposure.

Job Description

Role Requirements

Essential

- Minimum of a Bachelors' degree and / or equivalent experience.
- 8 years+ experience working in a similar position with responsibilities in the planning, winning, and delivery of business growth support services.
- Experience in growing and managing a portfolio of contracts.
- Experience in developing funding concepts and proposals.
- Knowledge and experience of Rwanda's SME growth sectors and national priorities.
- Demonstrable experience in team capacity building and driving performance excellence.
- Excellent communication, negotiation, and professional network building skills.
- Strong understanding of project management, including project design, delivery, and monitoring and evaluation.
- Proven experience of small and mid-size company finances, people, sales and marketing, with the ability to analyse, recommend, and technically support projects.
- Confident and practical in supporting colleagues' growth and learning, and applying continually improving methods of work.
- Flexible and adaptable with an ability to prioritize tasks and meet deadlines.
- High level of IT competence, particularly Microsoft Office and CRM databases.
- Financial analysis and modelling skills.
- Strong understanding of and established network in the Business Growth Services ecosystem in Rwanda.
- Strong in building and managing client and partner relationships.

Desirable

- Experience of working in a multi-national team.
- Experience of enterprise development ecosystems outside of Rwanda.

WHY, WHAT, HOW?

OUR PURPOSE

We exist to maximise enterprises' potential, so they can deliver extraordinary impact.

OUR VISION

A world whose biggest challenges are being tackled by enterprises creating extraordinary impact.

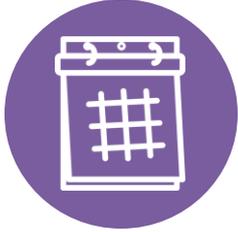
THE PROBLEM WE'RE TACKLING

Many enterprises do not perform at their fullest potential and may lack the capacity to operate better, thereby limiting their impact on global challenges.

OUR MISSION

Our mission is to help deliver better solutions to global challenges by improving the performance of enterprises.

Benefits



Holiday entitlement

We offer holiday entitlement in line with company policies and local laws.



Flexible working

Staff generally work office hours – most staff adopt 'hybrid' working. This role will allow you to tailor your schedule to fit personal commitments while contributing to the team's success.



Health Insurance

All permanent staff have health insurance cover valid for the duration of the contract.



Other benefits

Also available to staff are professional development courses through the Chartered Management Institute (CMI).

Contact us



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