

Country Manager – DKT International / Tanzania

Location: Dar es Salaam, Tanzania

DKT International seeks a Country Manager for operations in Tanzania.

About DKT

Since 1989, the nonprofit organization DKT International has been promoting contraception, condoms, and safe abortion products, services, and technology. We are one of the largest such organizations in the world with impact in more than 100 countries. Our core values include 1) treat people the right way, 2) entrepreneurialism, 3) results-oriented, 4) anti-bureaucracy, 5) deep trust, and 6) fun.

DKT Tanzania, part of DKT East Africa, started operations in Tanzania in 2014, joined the DKT East Africa family in 2023, and has grown to be one of the leading private providers of condoms, contraceptives and reproductive health products in the region. The Tanzania operation is well established but the case for growth is significant. Opportunities and responsibilities will focus on 1) building sales and distribution with an existing portfolio of products, 2) driving demand for product uptake through brand development and innovative, sex-positive marketing, 3) increasing the capacity and skills of health providers to better deliver care and services, and 4) managing the Tanzania operations to maximize revenue and gross profit, and to minimize costs.

While DKT International is a non-for-profit social enterprise, a key objective is to build sustainability through cost-recovery, product cross-segmentation, and the use of business-minded practices and approaches. The program is currently funded through sales revenues, donors, and from the DKT International parent company in the USA. While this is a strategic leadership role, the successful candidate must be comfortable with periodic field visits, direct engagement with distributors, and rapid problem-solving in last-mile supply chains.

Job summary

Reporting directly to the Regional Director (based in Kenya), the Country Manager will provide strategic and managerial leadership for Tanzania's social marketing operations. The role entails ensuring clear communication of strategy, effective execution of business plans, and achievement of set performance targets, while driving continued growth.

Key responsibilities

- In collaboration with the Regional Director and other senior managers, contribute to longer-term DKT Regional Program strategy development, with an eye towards operational growth in Tanzania establishing a strong sustainability plan and business development strategies.
- Implement business plans providing day-to-day management, oversight, and leadership for DKT Tanzania's social marketing program to deliver demonstrated results and impact.
 - Facilitate active communication between teams ensuring teams are aligned on objectives and key performance indicators
 - Monitor sales performance ensuring results are on track and work with team leads to address any shortfalls
 - Ensure teams are monitoring markets, responding to competition through tactical marketing and seizing opportunities as they arise
 - Work with support teams (finance, marketing, HR etc) to ensure sales and clinic teams have the financial, promotional and people resources they require to achieve their objectives
 - Lead the local and collaborate with the regional procurement teams to ensure supply chains run smoothly, that forecasts are maintained and orders placed on time, that COGs are minimized and that product quality assurance protocol is always observed
 - Establish/optimize field-based sales management information systems for collection of market data (pricing, stockouts, competitor promotions, consumer feedback), ensure that systems operate smoothly and are used for rapid tactical, evidence-based decision-making.
 - Build, train, mentor, motivate, and incentivize a high-performing multidisciplinary team (sales, finance, marketing, procurement), fostering accountability, innovation, and growth. Support recruitment, capacity building, and succession planning to ensure organizational continuity.
- Ensure robust financial and operating policies and procedures are followed and documented as per Regional

Program's SOPs and existing policies. Support regional management team to ensure compliance with national government policies and procedures governing company law, employment, financial reporting, taxation, medical and pharmaceutical regulation etc.

- Lead donor and external partner management; driving program results and high performance on existing and forthcoming donor programs to ensure DKT establishes itself as a go-to partner in Tanzania.
 - Ensure that donor projects are implemented on time and to budget in line with grant contracts. Oversee donor reporting with consistent high quality delivered on-time
 - Engage actively with key stakeholders including current and potential donor, MoH and other organizations and commercial entities and always be an advocate for the organization and its mission
- Effectively communicate the DKT Values ensuring that the organization remains mission-focused, and that the organization's culture and team members' behavior reflect the values of the organization.
- Other duties aligned with the role and organizational priorities, as assigned by the Regional Director.

Qualifications & Experience

- A minimum of 8 years of experience in a senior management role for a mid-sized business (sales or marketing background preferred).
- A strong track-record of leading successful multi-disciplinary teams.
- Demonstrated entrepreneurial experience in marketing and sales or social marketing programs. Experience in creating high-quality teams and/or successfully scaling a business, nonprofit or social initiative is a plus.
- College degree, preferably in business management / health management / marketing.
- Networking skills: demonstrated ability to network and liaise with local nationals, donors, NGOs, government entities, business professionals.
- Conversant in issues of international public health (especially reproductive health).
- Excellent verbal and written communication skills and the ability to get the best from people.
- Strong planning and organizational skills.
- The ability to work at a big-picture level while maintaining excellent attention to detail.
- Based in Tanzania with frequent travel within country and occasional international travel.
- Understanding of and appreciation for working in low-resource settings with weak rule of law, evolving governance and legal systems, under-developed commercial infrastructures, and developing commercial practices.
- Oral and written English skills required.
- Previous experience in a low income country.
- Willingness to be posted to other DKT offices for future assignments.

Personal Attributes & Values

The candidate must share DKT's enthusiasm for providing and promoting contraceptives in developing countries and should enjoy and be comfortable with all aspects of family planning and reproductive health, including abortion. The ideal candidate may be transferred from one assignment to another country after four to five years.

This position requires a person who is accustomed to and enjoys working largely on his/her own with modest supervision, a person who likes to manage programs and be accountable for the results. Should have strong time management, organizational, and relationship-building skills. Candidates should be results oriented, success-driven, self-motivated, problem solving, comfortable with risk-taking, impatient with bureaucracy. A very strong sense of ethics, honesty, and integrity are assumed.

How to Apply:

Applicants are invited to submit a letter of interest, CV and references on email to: info@dktinternational.org with "Country Manager – Tanzania" in the subject line.