

Operations Manager

Summary of the Organization

Malnutrition is one of the greatest barriers to the world's poorest escaping poverty. The 900 million people in Africa and Central America who eat corn daily are some of the most affected, with nearly half of Guatemala's children suffering from stunted growth. Semilla Nueva launched the world's first social enterprise dedicated to the development, production, and sale of more nutritious, biofortified corn seed directly to small farming families. Farmers buying our seed increase their yields and incomes, while improving the diets of hundreds of thousands— and someday millions—of the world's poorest consumers. It is a scalable, sustainable way to give farming families what they most want, while providing malnourished children with what they most need. Our goal is to prove this model in Guatemala while improving the incomes of tens of thousands of families and the diets of millions of Guatemala's poorest, before expanding the model through Central America and Sub-Saharan Africa. At Semilla Nueva, we are obsessed with impact at scale.

In 2018, our first year of sales, our seed took 1.3% of the Guatemalan seed market with nearly 2,000 families purchasing. By 2019 we reached nearly 5,000 families — covering more of our organization's costs through sales, while we deeply invest in impact evaluation, new seed development, and collaborations to scale our seeds internationally.

We are a hybrid social enterprise (non-profit owns a for-profit company) of 26, mostly Guatemalan, staff. We work with some of the world's leading scientists at organizations such as CIMMYT, Harvest Plus, and universities like Purdue, Iowa State, Tufts, and Harvard. Our donors include some of the most prestigious in the space of impact philanthropy, including Cartier Philanthropy, Mulago and the U.S. Government. Our seeds are based on conventional breeding (non-GMO), although we are not opposed to well-tested biotechnology. Our work has led to rapid growth and international recognition, including an Ashoka fellowship, Mulago fellowship, and Forbes 30 under 30 for our founder.

Our team shares a common background. Whether from the private sector or NGO world, we have seen that most international development projects fail because they do not focus on finding the intersection of what the world's poorest want and what they most need. We are looking for new team members who are smart, hungry, and humble—and who are just as obsessed with innovative ways to end world poverty as we are.

Summary of the Position

The Operations Manager is 1 of the 4 departmental leadership positions at the organization. S/he is responsible for day-to-day management of Semilla Nueva's business and strategic relationships with government and partner organizations. The position oversees 3 departments – sales, marketing, and strategic partnerships/collaborations – and a full-time staff of 10 people. This position will be deeply integrated within Semilla Nueva's leadership structure with a special focus on operational execution and improvement. The operations manager will also participate in meetings, help set strategic direction, address human resource and policy issues, investigate new strategies, and assist the organization in launching new programs and initiatives. S/he will report directly to the Senior Operations Director.

The position consists primarily of people management, system building, and aligning departments along strategic goals. On an average day, the Operations Manager will review metrics for the sales team, discuss field data from demonstration parcels, review a creative brief for next season marketing campaign, and hold a call to

set production and sales goals for a partner organization across the country. It is a bilingual position and requires frequent travel between Guatemala City and rural areas.

Specific Tasks

- Manage a full-time staff of 10 people, working across 3 departments
- Oversee budget projections and execution for all 3 departments
- Oversee design and execution of annual plans for all 3 departments
- Oversee all marketing campaigns for biofortified materials released by the organization, including market research, brand development, product positioning, creative design, and evaluations
- Oversee the development of sales infrastructure in target regions, including identifying distributors, cultivating relationships, and building/adapting relevant policies and systems
- Oversee relationships with select partner organizations, including program design, implementation, and reporting
- Oversee indicator plans, data collection, data analysis, and reporting/learning
- Oversee the creation of internal infrastructure to ensure institutional memory, quality control, and staff development
- Lead/participate in hiring and training process for select positions

Qualifications

We are seeking exceptional professionals with a minimum of 10+ years of work experience, and a demonstrated long-term passion for international development and knowledge sharing.

Required:

- Bachelor's degree in marketing, business, public policy, or agronomy with a master's degree
- Experience living and working in Latin America (Guatemala preferred)
- Skilled in data analysis and project management
- Ability to communicate effectively verbally and through clear, concise written messages
- Demonstrated success building and executing systems
- Demonstrated success in people management
- Demonstrated success building businesses in unpredictable environments
- Demonstrated leadership at a prior organization
- Experience designing and managing budgets
- Fluent Spanish and English (necessary)
- Experience in agricultural sector

Desired:

- Seed corn business experience
- Private sector experience
- Skilled with Microsoft office suite (Adobe Suite, SAP, Salesforce, digital data collection platforms preferred)

Expectations

- Minimum commitment two years
- Ability to work independently, proactively, and prioritize/coordinate a variety of activities
- Ability to work effectively in a multicultural team
- Comfortable working in a fast-paced, constantly evolving work environment



- Must be comfortable driving in Guatemala and have a valid Driver's License from home country

Beginning Date: As soon as possible.

Salary: Competitive local salary, commensurate with experience.

Guatemalan nationals are strongly encouraged to apply.

To apply please send a cover letter explaining your interest in Semilla Nueva and the position, along with an updated CV to trabajo@semillanueva.org. Please note "Operations Manager" in the subject line.