



Director of Operations & Farm Management (Ghana)

General Info

Commitment: Minimum of 24 month (longer preferred) full-time commitment

Location: Ghana

Compensation: Competitive

Start Date: Immediate, but willing to be flexible for the right individual

About Nwapa Snail Farms

Nwapa Snail Farms (www.nwapasnailfarms.com) is a start-up business with lofty ambitions and very aggressive growth plans. Our vision is to develop the largest commercial snail farm in Africa. In addition to generating substantial profits, our mission includes 1) eliminating market inefficiencies within local markets 2) creating substantial economic opportunities for those at the Base of the Pyramid (BoP) and 3) utilizing all components of the snail in developing and commercializing innovative and highly sought after products.

Our company name is based on the Twi (the predominant indigenous language of Ghana) word Nwapa, which literally means “Good Snail” or “Snail That Provides Good.” We look forward to producing and commercializing snail-based products that are good for people, animals, the environment, and all other beneficiaries of our products.

Director of Operations & Farm Management Role

The Director of Operations & Farm Management will report directly to the CEO and will play a key role in overseeing, implementing, and executing key activities related to the company’s strategies, priorities, and goals. S/he will work in close coordination with the CEO and other members of management to ensure successful execution of daily operations at Nwapa Snail Farms in Ghana. In addition, as the CEO will travel between Ghana and United States, Director of Operations & Farm Management will direct activities when CEO is not in country.

As a key member of our in-country management team, the Director of Operations & Farm Management will provide leadership to oversee that our operational and farm management strategies are met. S/he will be responsible for developing and implementing policies and procedures both in the farm management and general operations realms, as well as ensuring that Nwapa Snail Farms is completing its work in a timely, efficient, high quality manner.

Responsibilities

Key responsibilities include, but are not limited to:

- Direct and oversee in-country operations and farm management
- Train, guide, and direct activities of other employees involved with farm operations (individual with whom you will be involved in hiring as needed)
- Identify best practices in order to streamline operations & farm management activities
- Work closely with sales & marketing department in meeting and fulfilling customer orders
- Preparation of weekly and monthly reports and analysis for CEO
- Liaison between CEO and other in-country employees when CEO is not in country
- Lead organization-wide operational and farm management policies and system strengthening and execution
- Build, improve and execute sound operational and farm management systems, policies, and procedures and provide oversight of daily activities
- Develop weekly and monthly operational plans and schedules in line with company goals and priorities

- As the farm represents the company's image in Ghana and outside, it is therefore paramount to maintain the highest standards in the fields of quality, security, and environmental impacts
- Work and assist on special initiatives and projects as needed
- 100% of time will be spent in Ghana, although travel within Ghana may occur as needed

Required Qualifications

At a minimum, we are looking for individuals who possess the following:

- Impeccable sense of integrity and honesty
- Oral and written **proficiency** in English. Please do not apply if you do not speak English well enough to hold a business conversation at the time of application
- Mandatory 24 month (or longer) commitment to work with Nwapa Snail Farms in Ghana
- At least a Bachelor's degree (or 4+ years of work experience) in business, operations, management, farm management, and/or animal husbandry;
- Entrepreneurial, independent and comfortable moving forward in new areas with lots of ambiguity with minimal supervision
- Experience designing and executing operational processes
- Willingness to continuously identify and address potential challenges that can inhibit efficiency and timely delivery of key activities
- Demonstrated skills in program management and programmatic support
- Experience with Microsoft Word, Excel, and Outlook
- Positive, humble and easy-going attitude strongly preferred
- Interested in and respect for the local culture
- Strong communication, organizational, and writing skills

Preferred Qualifications

While not required, our ideal candidate will possess the one or more of the following:

- Understanding of animal production / experience with production farm management
- Experience working on a commercial snail farm
- Master's degree (or 6+ years of work experience) in business, operations, management, farm management, and/or animal husbandry
- Previous operational experience
- Fluency in Twi and/or other local Ghanaian dialects a plus;
- Experience living and working in Africa, preferably in West Africa
- Strong focus on building efficient operational and management systems
- Leadership in taking a start-up to the next stage of organizational maturity and performance
- Experience working with start-ups or social entrepreneurship is an added advantage
- Demonstrated ability to work and communicate effectively with people from diverse backgrounds
- US or Ghana based applicants

Why Join Our Team?

In addition to the bragging rights associated with working for an African snail farm (which is awesome in and of itself and enough of a reason to join our team), we offer the following:

- A professional challenge in helping to set up and grow a start-up business that has significant potential
- Competitive compensation (based on background and experience) that will grow according to performance
- Annual bonus based on company and individual performance
- Flexible work schedule and generous vacation benefits
- Flights to/from Ghana (for non-Ghana based applicants)
- Health Insurance, Travel Insurance, and/or Housing Stipend
- Monthly transport allowance and/or use of company vehicle (at company discretion)
- Company provided cell phone, with monthly phone credit allowance
- All the snails that you care to personally eat and access to the other innovative products that we will be developing

Next Steps / Contact Us

If you meet the above criteria, please send your resume **and** cover letter (including salary expectations) to jobs@nwapasnailfarms.com Please include "Director of Operations & Farm Management" in the Subject Line and make sure to include how you heard about the position. We will review applications on a rolling basis and continue accepting applications until the position has been filled.