

Last Mile Training Facilitator

Start/End date:	August 2015 – August 2016 (initial contract)
Position Available:	Health & Sales Training Facilitator
Responsible to:	Managing Director
Location:	Moshi Urban & Moshi Rural, Kilimanjaro
Hours:	Full time
Salary:	Paid Position Transportation to and from the field covered Other field-related costs covered

The Role

Anza will be investigating and launching a new social business that brings affordable, life-changing products into the hands of those who need them most. This business will also empower individuals with the skills and resources necessary to become sales agents and distributors within their communities. **The aim of this new business is to improve accessibility and affordability of products in communities across the Kilimanjaro Region, through a sustainable business model supported by a decentralised distribution network of micro-entrepreneurs.**

The Last Mile Training Facilitator will be responsible for learning and developing the Last Mile curriculum and delivering training sessions to a growing network of sales women. The curriculum covers many health related topics, product knowledge and sales strategies relevant to low and middle income consumers. Due to the nature of this position, female candidates are strongly encouraged to apply.

About Anza

Big Vision

Every low and middle income family in Tanzania has the opportunity to improve their livelihoods through the access to appropriate products and services provided by a network of social businesses.

Core Purpose

To start and scale social businesses based on the identified needs of the Kilimanjaro Region in Tanzania. We do this in three ways: (1) incubate in-house Anza enterprises; (2) support local entrepreneurs and ideas; (3) bring proven social business models into the region.

You will be responsible for

- Conducting three-week long training sessions with community sales agents, utilizing a variety of participatory training techniques
- Developing and conducting monthly follow-up trainings to review past material and introduce new material
- Recruiting, interviewing and selecting candidates for the Last Mile program
- Maintaining consistent communication and support to a growing network of sales agents, including field visits
- Developing marketing materials including promotional offers

- Receiving training from the developer of the training curriculum and product trainings from product suppliers
- Communicating with District & Ward and other local government officials, supplier representatives, and partner organizations
- Assisting in the monitoring and evaluation of this social business

Selection Criteria

Essential:

1. 5 years' experience in sales
2. Experience developing and facilitating workshops and training
3. Experience in health is an asset
4. Fluent written and oral communication skills in both English and Swahili
5. Strong interest in social impact and community development
6. Comfortable discussing and training on a wide range of topics including feminine health and hygiene, maternal and child health, nutrition, HIV and other health-related topics

Competencies:

1. Ability to engage with a wide variety of individuals and groups, including but not limited to vulnerable groups, government officials, community groups, suppliers and/or businesses
2. Highly organised, outgoing and resourceful
3. Ability to work individually as well as in a team setting
4. Willingness and ability to travel into the field (which may go beyond regular office hours)
5. An understanding and alignment of Anza's mission and vision

The Appointment

The post is available with immediate on a full-time basis. The position is based in our Moshi office. We are looking for an individual who will grow with the Last Mile team; there is the intention of extension based on performance. **Due to the nature of this position and the content of the training, female candidates are STRONGLY encouraged to apply.**

Some of the benefits of working with Anza are:

- Experience working in the innovative, growing industry of social business
- Chance to create real impact
- Opportunity for progression within the organisation
- Opportunity to develop both personally & professionally
- Excellent references

Training Received

Full induction and support will be provided on an ongoing basis.
Health training developer will offer full training for trainer.

For more information of this position or for any questions please e-mail a cover letter and CV to Liz McNeil at liz@anza.co.com