



BACKGROUND

The Green City Kigali (GCK) is an initiative led by the Government of Rwanda, aimed at addressing environmental and urban challenges through innovative models towards Green Urbanisation. The Green City Kigali Company (GCKC), a special purpose vehicle established by the Rwanda Green Fund (Majority Shareholder) and RSSB (Minority Shareholder), is implementing the project.

Covering a designated 600-hectare area on Kinyinya Hill, the project aligns with the City of Kigali Master Plan 2050, envisioning an affordable, sustainable urban community for 170,000 to 200,000 residents. The initial phase focuses on a 16-hectare pilot site, planned for 1,700 to 2,000 units through a Public Private Partnership (PPP) with Private Developers. The project is a key component of the Rwandan-German Climate Cooperation, supported by the German government through KfW Development Bank

HEAD – REAL ESTATE INVESTMENTS

REPORTING TO: THE CDO (CHIEF DEVELOPMENT OFFICER)

DIRECT REPORTS: Manager – Market Intelligence and Development and Manager – Community-Based Asset Management.

PURPOSE: This position is accountable for activating, quantifying and packaging the ‘green and affordable’ housing demand. The head of real estate investments shall be able to lead or participate in the debate and consensus on what constitutes ‘green and affordable’ housing from time to time; to on-board and manage of a one or several ‘Private Developer’; and ensure that post acquisition communities have appropriate mechanisms to manage the shared (community) infrastructure.

KEY RESPONSIBILITIES:

- ➔ **Strategy Development:** You will develop and implement a comprehensive strategy for the delivery of green and affordable housing projects. This includes setting goals and objectives, identifying target markets, and developing strategies to achieve project outcomes.
- ➔ **Delivery Model Design:** You will design and implement effective delivery models that promote the development of green and affordable housing. This involves assessing various delivery models, such as public-private partnerships, community land trusts, or cooperative housing, and determining the most suitable approach for each project.
- ➔ **Market Intelligence and Activation:** You will initiate or undertake market intelligence studies/ actions aiming to activate or stir the affordable housing market. You will also play a pivotal role in shaping the company’s real estate investment portfolio and contributing to the growth of the affordable housing market. Your strategic vision and ability to navigate complex market dynamics will be essential in achieving our goals.



- ➔ **Project Planning and Execution:** You will plan and oversee the execution of green and affordable housing projects. This includes coordinating project teams, developing project plans, monitoring progress, and ensuring adherence to timelines, budgets, and quality standards.
- ➔ **Stakeholder Management:** You will engage and build relationships with key stakeholders involved in green and affordable housing projects. This includes collaborating with government agencies, nonprofit organizations, developers, contractors, and community members to foster partnerships, address challenges, and ensure successful project delivery.
- ➔ **Policy making or adjustment:** You possess the expertise to actively engage in policy-making endeavors related to affordable housing and urban planning development. Your proficiency extends to formulating policies based on factual analysis, enabling you to pose pertinent policy queries to relevant project stakeholders. It is expected that you will contribute to shaping and refining policies, ensuring alignment with project objectives and fostering effective communication with stakeholders involved in the decision-making process.
- ➔ **Compliance and Regulation:** You will ensure compliance with relevant regulations, policies, and standards related to green and affordable housing. This includes staying updated on local, regional, and national housing regulations, coordinating with regulatory authorities, and ensuring projects meet sustainability and affordability criteria.
- ➔ **Financial Management:** You will manage the financial aspects of green and affordable housing projects. This includes budgeting, financial forecasting, securing funding sources, and monitoring financial performance to ensure the feasibility and sustainability of projects.
- ➔ **Quality Assurance:** You will implement quality assurance processes and standards to ensure the delivery of high-quality green and affordable housing projects. This includes conducting inspections, overseeing construction quality, and ensuring compliance with green building standards and certifications.
- ➔ **Performance Monitoring and Evaluation:** You will monitor and evaluate the performance of green and affordable housing projects. This includes tracking project outcomes, analyzing data, identifying areas for improvement, and implementing corrective measures to enhance project delivery and impact.
- ➔ **Knowledge Sharing and Capacity Building:** You will share best practices, lessons learned, and innovative approaches in green and affordable housing delivery. This includes providing training and capacity-building opportunities for project teams, stakeholders, and community members to enhance knowledge and skills in sustainable and affordable housing practices.
- ➔ **Team Management and Leadership:** You will lead and manage a team of professionals involved in the delivery of green and affordable housing projects. This includes providing guidance, mentorship, and professional development opportunities, setting performance goals, and fostering a collaborative and high-performing work environment.

KEY COMPETENCES:

- ➔ **Professionalism:** You have proven conceptual, analytical, and evaluative skills as well as the ability to conduct independent reviews and identify issues; formulate options, arrive at conclusions and make sound decisions. Besides that, you have an in-depth grasp of management principles and practices with sound knowledge and command of budget development, and resource control. Lastly, you have a strategic outlook with attention to accuracy and details.



- ➔ **Leadership and Teamwork:** You have strong managerial and supervisory skills as well as tact and negotiating skills, good judgment and decision-making skills. You also have an innovative and technical leadership profile. Lastly, you have the ability to perform and/or oversee the analysis of complex policy and program issues; the ability to get decisions timely executed in a collaborative environment; the ability to develop and maintain effective work relationships with stakeholders (internal and external); strong interpersonal skills and the ability to establish and maintain effective working relations with people with sensitivity and respect for diversity.
- ➔ **Performance Management:** You have the ability to establish priorities, plan and encourage performance as well as coordinate and monitor work of others, delegate appropriate responsibility, be accountable and exercise decision-making appropriately.
- ➔ **Technological Awareness:** You have excellent computer skills, including proficiency in Microsoft Office products and complex computerized financial systems, including modeling skills and system project management skills.
- ➔ **Communications:** You have proven ability to write in a clear and concise manner and effective oral communication skills.

REQUIREMENTS:

➔ Academic Requirement:

- A post graduate degree in Finance, economics, project management, Engineering, Architecture, Real Estate Development Studies and other relevant qualifications such as Project Management Professional (PMP) or PRINCE.
- You possess a reputable certification in the area of real estate investment or business financial modelling.

➔ Professional Requirement:

- A minimum of 9 years of experience with at least 4 years senior management experience in a similar environment.
- Proven experience with real estate or infrastructure financial models is required.
- Proven experience or a certification on the elaboration and management of PPP contracts is an asset



APPLY BEFORE
21 FEB 2024

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