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| **TITLE:**  Kumwe Hub Intern |
| **TEAM/PROGRAMME:** Kumwe Hub | **LOCATION:** Kigali, Rwanda |
| **GRADE**: 7 | **CONTRACT LENGTH:**  |
| **CHILD SAFEGUARDING:** Level 3:  the post holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work on country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. |
| **ROLE PURPOSE:** [Kumwe (Kinyarwanda for ‘together’) Hub](https://www.youtube.com/watch?v=objsE7kgJ5E&t=1s) is an Africa-focused innovative finance and social investment entity within Save the Children. We support the growth, success, and sustainability of local businesses who are having a positive impact on children. This approach is **sustainable;** relying on the businesses’ inherent motivation to grow. This in turn increases support for children and their families. It is sustainable for Kumwe Hub too, thanks to returns on the investments we make.By supporting **local** businesses, we know that our support is going to organisations, which really understand the needs and challenges faced by children in their community.By supporting **impact**-focused businesses with Save the Children’s monitoring and evaluation expertise, we ensure businesses maintain a social focus, whilst proving positive outcomes for children and families.We back these businesses through an array of technical support, investments, and services. These include providing **space** for start-ups to pilot new approaches within Save the Children’s existing programmes, providing **advice** to businesses on their operations and impact, and providing **capital** through grants, loans and investments. Kumwe Hub is disrupting traditional aid delivery by directly working with the local private sector and investing in their long-lasting social role within their own communities. We focus on locally led businesses and entrepreneurs that are highly motivated because they have real ‘skin in the game’ with **lived experience of the context and passion to help their own community**. We utilise Save the Children’s expertise, capital, and networks, as well as those of our partners. We will **scale** this approach by working alongside businesses who have a growth and profit motivation as well as a passion for impact.One of Kumwe Hub’s key ambitions for 2023 is to expand our operations from being focused largely on Rwanda, to looking across East and Southern Africa, including:* Burundi
* Tanzania
* Uganda
* South Sudan
* Sudan
* Somalia
* Kenya
* Zambia
* Zimbabwe
* Mozambique
* Malawi
* Ethiopia

In order to achieve this ambition, we are hosting a ‘Kumwe Hub Regional Accelerator Week’. **Goal and Justification for the Assignment** As part of the Kumwe Hub Regional Accelerator Week, we would like to provide participants from each country office a set of tailored pre-reads which give them an understanding both of Kumwe Hub, but also how this approach might fit in their specific context.   |
| **SCOPE OF ROLE:** **Reports to:** Director of Kumwe Hub and Head of Business Community and Programmes for Kumwe Hub.  **Staff reporting to this post:** 0 |
| **ROLE SCOPE AND PURPOSE:** The volunteer must produce a report no later than the **31st March 2023** which covers the following areas: • The needs: what are the challenges schools and parents currently have with accessing finance to pay for their children’s education in Rwanda? If they do have access to finance, are there problems with current lenders or products which could be addressed by a new offering from Kumwe Hub?• Opportunities: What kind of product and service would be most beneficial for parents, children, schools, Kumwe Hub and other key stake holders? Is there a ‘gap in the market’ which Kumwe Hub could address? • Mechanism: What would be the best mechanism to deliver these loans and what would the optimal flow of funds be, e.g. from Kumwe Hub to the school, and from there to parents, and likewise for return of the debt? Could we do this as an NGO or would we have to register specially?• Contextual considerations: Are there specific considerations which should be highlighted when considering giving school loans? What are the views of key stakeholders from school owners, parents, students, teachers, and relevant government officials?• Existing ecosystem: Who else is giving school loans in Rwanda, what is their offering and how are they set up? What is their loan product, to who and how is it paid back? How are they legally registered?• Legal considerations: What legal considerations ought Kumwe Hub to be aware of when considering doing school loans (there is no need to pursue these avenues, rather to flag them to the team in the report). |
| **BEHAVIOURS (Values in Practice**)**Accountability:*** Holds themself accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values.
* Holds colleagues and partners accountable to deliver on their responsibilities - giving them the support and candid feedback they need to deliver efficiently.

**Ambition:*** Sets ambitious and challenging goals for themselves and their project-based colleagues, takes responsibility for their own personal development and encourages others to do the same.
* Widely shares their personal vision for Save the Children, engages and motivates others.
* Future orientated, thinks strategically and on a global scale.

**Collaboration:*** Builds and maintains effective relationships, with their team, other colleagues, and external partners and supporters.
* Values diversity, sees it as a source of competitive strength.
* Approachable, good listener, easy to talk to.

**Creativity:*** Develops and encourages new and innovative solutions.
* Willing to take disciplined risks.
* Develops practical guidelines and tools in areas where there are none.

**Integrity:** * Honest, encourages openness and transparency; demonstrates highest levels of integrity.
* Is open to feedback with a [growth mindset](https://www.mindsethealth.com/matter/growth-vs-fixed-mindset).
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| **QUALIFICATIONS** * Degree in project management, international development, innovation **or:**
* Other related field, or equivalent experience.
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| **EXPERIENCE AND SKILLS*** **Essential**.
	+ Interest in entrepreneurialism
	+ Passion for international development
	+ Fluency in written and spoken **English.**
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| **Additional job responsibilities**The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. This is especially true at Kumwe Hub owing to our ‘start up’ set up, and the possibly reduced workload in the second year when the project is established and running (phase 2). |
| **Equal Opportunities** The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. |
| **Child Safeguarding:**We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. |
| **Safeguarding our Staff:**The post holder is required to carry out the duties in accordance with the Save the Children International (SCI) anti-harassment policy. |
| **Health and Safety**The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. |
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