



JOB ADVERT: Chief Operating Officer (COO) – Nunu Fund	
Sector	Agribusiness Social Enterprise Community Development
Direct Reporting Line	Chief Executive Officer (CEO)
Commitment:	Full Time
Duty Station:	Kabale and Kampala - Uganda

About Nunu Fund

Nunu Fund is a social enterprise based in Kabale, Uganda, working to improve the livelihoods of smallholder farming families. Our innovative **produce-backed model** enables farmers to contribute beans in exchange for essential household support such as school fees and structured savings. Surplus produce is ethically sold at fair market prices, strengthening long-term financial resilience for farming households.

We operate through a practical, community-centered approach that integrates farmer onboarding, produce aggregation, community retail shops, savings mechanisms, and digital systems to ensure transparency, accountability, and scalability.

Role Purpose

The Chief Operating Officer (COO) will lead Nunu Fund's day-to-day operations while driving strategic growth, operational excellence, and financial sustainability. The role ensures that farmer services, produce operations, community retail shops, IT systems and our team operate efficiently and in alignment with Nunu Fund's social mission.

Working closely with the CEO and the executive team, the COO will translate strategy into actionable operational plans, strengthen market access for farmers and scale systems that deliver both social impact and commercial sustainability.

Key Responsibilities

- Translate organizational strategy into operational plans, KPIs and budgets.
- Oversee the organization's financial planning, budgeting, and financial reporting in close collaboration with the CEO, ensuring fiscal responsibility and sustainability.
- Lead farmer onboarding, produce aggregation, quality control, storage, logistics and sales.
- Ensure transparent valuation, reconciliation and settlement of farmer produce.
- Oversee the produce-backed support model, including school fees and savings allocations.
- Manage community retail shops and last-mile service delivery, ensuring operational integrity and high service standards.
- Oversee operational systems, data accuracy, reporting and performance monitoring.
- Develop partnerships with buyers, processors, off-takers and institutional partners.
- Lead and develop the Nunu Fund team
- Ensure compliance with agricultural, food safety, trade and regulatory requirements.
- Identify and manage operational risks while safeguarding farmer and organizational assets.

Qualifications & Experience

Required:

- Bachelor's degree in agribusiness, business administration, operations, finance or a related field.
- 3 -5 years' experience in senior operations or general management roles.
- Direct experience working with smallholder farmers, cooperatives or agribusiness value chains.
- Strong operational, strategic and leadership capabilities.
- Experience operating in emerging markets, preferably East Africa.

Desirable:

- Master's degree in a relevant field.
- Experience in social enterprises, cooperative finance or produce-backed models.
- Experience with community-based distribution systems.

Key Competencies

- Mission-driven with strong alignment to social impact goals.
- Strategic thinker with hands-on operational discipline.
- Strong analytical, problem-solving and decision-making skills.
- Effective people leadership and stakeholder management.
- Commercial acumen with high standards of transparency and accountability.

Why Join Nunu Fund?

- Lead operations and strategy in a mission-driven social enterprise.
- Create an enduring legacy by building a sustainable agribusiness model that transforms livelihoods.
- Work directly with smallholder farmers to create measurable, lasting impact.
- Be part of an innovative organisation that blends strong business discipline with community development, where your contribution directly drives shared success. You will play a key role in shaping the systems, operations and overall trajectory of Nunu Fund from the ground up.

How to Apply

We look forward to your application! Qualified female candidates are strongly encouraged to apply. If you are interested and meet the qualifications, please submit your CV, cover letter and supporting documentation as one PDF-Document outlining your suitability for the role to uganda@redsalt.org until the 31st of March.

NUNU FUND

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