

Head of Africa Primary Responsibilities

Sourcing

- Engage with seed stage funds, incubators, and founders (also through country manager)
- Develop a network of referrers, experiment with campus / local scouts

Talent

- Engage with incubators, universities, and large startups as potential talent pools
- Experiment with having a dedicated recruiting ambassador

Fundraising

- Engage institutional players with potential to co-invest
- Build relationships with LPs for Africa Fund

Services

- Test potential shared services in addition to talent / fundraising: go-to-market, leadership development, corporate partnerships

Branding

- Partner with media/tech brands with existing audiences on content and events
- Establish reputation for empowering founders and investing thoughtfully

Sourcing

Organizations to target first

- Entrepreneur networks
- Incubators / accelerators
- Alumni of talent development orgs



Stanford | Seed

McKinsey & Company

BCG

THE BOSTON CONSULTING GROUP

BAIN
& COMPANY



- Formalize deal referrers by offering deal economics or titles
- Transition sustainable, tech-enabled SMEs to ventures
- Recruit local/campus scouts alongside country managers to focus on either:
 - Researching theses and developing thought leadership
 - Generating deal leads

Where we can go out on a limb

Talent

Organizations to target first

- Tech-enabled recruiting services focused on local markets
- Alumni of growth stage, African startups looking for the next opportunity
- Youth employment training programs



- Train a junior recruiter with a strong network within major universities specialized in placing engineering and sales roles
- Develop playbook alongside country managers for luring mid-level talent away from larger startups

Where we can go out on a limb

Fundraising

Organizations to target first

- Silicon Valley investors with global view
- Select impact investors
- Funds tied to LPs, angels in Alter network



- Establish corporate venture partners interested in “learning” investments in developing markets
- Encourage small-time co-investment from value-adding high net worth founders who can draw other institutional investors and have potential as future LPs

Where we can go out on a limb

Services

Organizations to target first

- US universities with on the ground presence (Stanford, Harvard, Princeton)
- Enterprise tech platforms (CRM, project management, finance)
- Established shared services orgs (we can learn from them even if we do not partner)
- Niche consultancies that may become a source of mentors / angels
Acceleprise; OCA; Dalberg; Pioneer Square Labs; High Alpha; Endeavor Global; Kigali Innovation City; Techstars

- Use specific shared service content as a “screener” for how coachable founders are in the investment diligence process
- Act as a shared service provider for specific seed funds and emerging incubators in order to access their dealflow / network

Where we can go out on a limb

Branding

Organizations to target first

- Media sources that founders read
- Consulting firms with established brands
- Local universities' engineering & business programs



QUARTZ AFRICA

Y Hacker News

- Facilitate a PR commitment from portfolio founders
- Curate topic-specific founder dinners with media representation present
- Contract writers bringing contacts from prior media gigs
- Contract writers from marginalized people groups

Where we can go out on a limb