

SUMMER FELLOWSHIPS



MBA/MPP

2014

Date Posted: February 10, 2014

Date Due: March 01, 2014 (but applications will be considered as received so apply now!)

Location: Kampala, Uganda

Company Overview:

Tugende (www.tugendedriven.com) is a for-profit social enterprise helping motorcycle taxi drivers in Uganda own their own motorcycles instead of renting indefinitely. We have appeared in *The Economist*, *Christian Science Monitor*, *VC4Africa* and elsewhere. Ownership doubles income, increases job security and allows drivers to better plan for their families and financial futures. Tugende means “let’s go” in Luganda, the most prominent local language around Kampala and both signifies our mission and is the actual phrase used when climbing on a motorcycle taxi.

In 2013 Tugende secured a seed round of investment and scaled 10x from 25 to 250+ active clients. The goal is to reach 1000+ in 2014, with exciting opportunities to explore new geographies and revenue streams. Fellows will be expected to play a major role in contributing to strategy and execution of this growth.



Tugende is seeking 1-2 MBA/MPP fellows for a minimum of 2.5 months during the summer of 2014 to help it refine its systems and plan for scale across Uganda and then the East African region. Tugende is profitable and growing and looking for dynamic students to have a major role. Fellows from 2013 can be contacted for reference about their professional and personal gains from last year’s experience.

Position Title: Summer Fellow

Salary: Flexible (but non-lucrative). Housing and small living stipend possible. Applicants are encouraged to seek support from their universities.

Duration: At-will employment, 3-month expectation; reports directly to CEO. **Potential for full time employment upon completion of degree.**

Application Requirements: Cover Letter, Resume/CV, and contact information for 2 references

Submission: Send to Michael Wilkerson (michael@TugendeDriven.com) with “Tugende Summer Fellowship Application” in the subject line.

Responsibilities:

Duties can be tailored to fit students' interests and skills, but summer fellows will be able to take ownership of one or more of a range of discreet projects. Tugende recently closed a seed investment round ([click for related article](#)) and is planning a larger more complex round of growth funding in 2014. Fellows will have

the opportunity to contribute to strategy, investor due diligence packaging, and pitching potential investors, as interested.

- Other potential projects include:
 - using data from past payments to test and implement an innovative credit scoring system for low income clients,
 - helping create and launch the operational plan to scale from 100s to 1000s of motorcycles
 - Developing social impact measurement to help us quantify our impact on drivers families and communities beyond just higher incomes

Qualifications:

Required

- Willingness to ride fearlessly on the back of motorcycle taxis in urban (and possibly rural) settings;
- A minimum of a bachelor's degree, and one year of an MBA, MPP, or similar degree completed;
- Strong interpersonal skills with a demonstrated ability to take ownership of problems and use good judgment in decision-making;
- Comfort in low-income environments and ability to empathize with and gain trust from communities with which we work.
- Interest in powerful storytelling and ability to craft narratives about poverty alleviation that are honest and respectful.
- Outstanding organizational and project management skills;
- Ability to successfully multi-task and deliver in a timely manner, with outstanding attention to detail and sense of urgency;
- Willingness to live internationally (~100% of time);
- Ability to manage confidential information and situations with efficiency, flexibility and diplomacy;
- Intellectual curiosity and a passion for our mission of investing in individuals and rethinking microfinance conventions.

Preferred:

- Experience in working across a variety of sectors (private, public, non-profit) with a track record of developing market-based solutions.
- 1-3 years of paid work experience in a developing world economy;
- Generally useful skills might include corporate finance/financial modeling, handling large data sets, background in and understanding of traditional microfinance, journalism/interviewing experience and comfort interfacing with complex governmental bureaucracy.
- Familiarity with Uganda

Off the charts but not expected:

- Fluency in Luganda.
- Experience working in similar rent-to-own modeled business



TUGENDE
DRIVE TO OWN