

# SUMMER FELLOWSHIPS

UNDERGRADUATE

2015

# TUGENDE

**Date Posted:** February 26, 2015

**Date Due:** March 9, 2015 (Applications will be considered on a rolling basis, so apply as early as possible).

**Location:** Kampala, Uganda

## Company Overview:

Tugende is a for-profit social enterprise which helps motorcycle taxi drivers in Uganda own their own motorcycles via a fair, transparent lease-to-own model instead of renting indefinitely. Tugende has won numerous awards including an Echoing Green 2014 [Global Fellowship](#) and has 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 proclaims our mission and is the actual phrase used when climbing on a motorcycle taxi.

**In 2014 Tugende [secured](#) its second round of investment and scaled 10x from 25 to 700+ active clients. The goal is to reach 2000+ paying motorcycle leases in 2015, 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 undergraduate fellows for 3 months during the summer of 2015 to help it refine its systems and plan for scale across Uganda and then the East African region.

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**Position Title:** Summer Fellow

**Salary:** Unpaid. Housing and small living stipend possible. Applicants are encouraged to seek support from their institutions.

**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 3 references

**Submission:** Send to Michael Wilkerson ([michael@TugendeDriven.com](mailto: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. Some possibilities include:

- using data from past payments to test and implement an innovative credit scoring algorithm for low income clients,
- helping create 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
- Creating case studies of successful Tugende customers to show social impact and highlight company strengths and weaknesses for improvement.

## Qualifications:

### Required

- Currently pursuing a bachelors' degree with coursework in economics, statistics, international development, political science or other related fields;
- Willingness to ride fearlessly on the back of motorcycle taxis in urban (and possibly rural) settings;
- 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 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 initiating and completing self-driven projects.
- Previous experience in a developing world economy, preferably in East Africa;
- Generally useful skills might include 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



117 081 (US) +1 :

**TUGENDE**  
DRIVE TO OWN