



Partnership & Business Development Sales Officer

Job Title: Partnerships and Business Development Officer

Department: Global Institutions and Partnerships

Reports To: Zambia Country Manager

Location: Covering Northern Province; Muchinga and Luapula provinces.

Contract Type: Fixed Term (Two years)

KickStart International is an award-winning global nonprofit social enterprise that develops and markets affordable irrigation technologies that enable smallholder farmers across Africa to increase their incomes and build sustainable livelihoods. Through innovation and market-based solutions, we empower farmers to lift themselves out of poverty while strengthening food security and climate resilience.

Position Overview

The Partnership and Sales Officer will be a key leadership role responsible for driving revenue growth and, expanding market demand for KickStart technologies within the assigned the region in Zambia. This role involves working closely with partners and individuals through private sector dealerships and joint programming efforts to improve sales and usage of the brand's technologies. The successful candidate will support the Country Manager in reaching the overarching goal of alleviating poverty in Zambia by facilitating access to essential irrigation technologies.

Key Responsibilities

1. Project Management and Target Achievement:

- Ensure all donor-funded project activities and targets for the assigned region are met and exceeded.

2. Dealer /Partnership Relationship Management:

- Build and maintain strong relationships with dealers, ensuring they have adequate stock of pumps, accessories, and promotional materials to facilitate effective sales.
- Build and maintain strong relationships with key partners, acting as a primary point of contact and ensuring ongoing collaboration.
- Proactively address partner needs and concerns, resolving issues and ensuring partnership success.
- Regularly review and assess partnership performance, identifying areas for improvement and optimization.

3. Field Marketing and Sales Support:

- Collaborate with the Country Manager to execute marketing activities and ensure effective outreach in the field.

- Drive sales efforts within the partnership ecosystem, setting clear targets and monitoring performance against key metrics.
 - Collaborate with internal teams (e.g., marketing, product) to develop joint sales strategies and resources.
 - Represent the organization at industry events and partner meetings, building strong relationships and promoting partnerships.
- 4. Strategic Partnership Development:**
- Engage potential partner organizations, government agencies, and farmer groups to foster sales initiatives and promote KickStart technologies.
 - Identify, research, and evaluate potential partnership opportunities that align with organization goals and market needs.
 - Develop and implement a comprehensive partnership strategy, including target partner profiles, go-to-market plans, and performance metrics.
 - Negotiate and finalize partnership agreements, ensuring mutually beneficial terms and conditions.
- 5. Partner Training and Research Analysis:**
- Deliver training to partner organization staff, farmer groups, and stakeholders on irrigation practices and the importance of sustainable farming.
 - Track and analyze partnership performance, providing regular reports on key metrics and insights.
 - Identify trends and opportunities for improvement, informing future partnership strategies.
 - Stay informed about industry trends and competitor activities, identifying potential partnerships and opportunities.
- 6. Dealer Training:**
- Provide training for dealers on product knowledge, branding, stock management, and customer engagement techniques.
- 7. Representation:**
- Act as the representative for KickStart in stakeholder forums to communicate the organization's mission and strategies effectively.
- 8. Asset Management:**
- Oversee all KickStart assets and resources within the assigned region to ensure proper usage and management.
- 9. Market Testing:**
- Work with the Product Innovation and Development team to carry out market tests for new products and services.

Qualifications

- 5 years of experience in partnership development, sales, or business development.
- Proven track record of successfully identifying, negotiating, and managing partnerships.
- Strong understanding of sales processes and strategies.
- Excellent communication, negotiation, and interpersonal skills.
- Ability to build and maintain strong relationships with internal and external stakeholders.
- Strong analytical and problem-solving skills.
- Bachelor's degree in Business Administration, Sales and Marketing, Agribusiness or equivalent experience.
- Experience with CRM systems and other sales tools.
- Willingness to travel at least 60% of time

- Proficiency in English and Bemba

How to Apply

Please send your application cover letter and CV, quoting the position in the subject line, to recruitment.zm@kickstart.org by close 5pm Zambia time on 19 August 2026.

Application Deadline: Close of business, **5pm Zambia time on 19 August 2026.**

KickStart International is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive workplace where all qualified applicants receive fair consideration regardless of gender, age, disability, religion, or background.

Only shortlisted candidates will be contacted.