



## **ERIKA KAFWIMI | Mbeya, Tanzania**

*Erika is an enthusiastic and adaptable talent manager with over ten years' experience across healthcare, agriculture, research, and international development sectors. She has a track record of superb results while leading large and culturally diverse teams. She is a seasoned project manager who can design and implement complex projects while revamping team culture to build high performing self-run teams.*

### **EXPERIENCE PRIOR TO TANZA VENTURES**

#### **Field Operations Lead | One Acre Fund Tanzania | June 2019 - Aug 2023 | Mbeya, Tanzania**

- Managed One Acre Fund's Field Team of 400 staff across four geographically dispersed regions; increasing revenue / credit portfolio from \$5.5m in 2020 to \$18m in 2022, growing the client base from 49,000 to 85,000.
- Achieved a 25% savings on a staff/overhead budget of \$3m by consolidating team functions (e.g. transitioning responsibilities from five senior staff to one department lead) enabled by systematising and simplifying department operational tools and processes paired with ruthless prioritisation via OKRs.
- Simultaneously, led a successful cultural transformation in the Field Operations team that achieved above said growth from existing villages and 95.7% farmer repayments in 2020, 99% in 2021, and close to 100% in 2022.
- Re-designing, trialled, and rolled out a high impact recruitment model ensuring new staff joining the organisation immediately contributed to team results and culture.
- Coordinated the 400 people strong field team during input distribution (seeds and fertilisers) as well as tree seedling distributions to 85,000 farmers across 360+ villages in the Southern Highlands.
- Oversaw execution of a bi-weekly extension program spanning across four regions and multiple crops and trees such as; maize, potatoes, coffee, beans, sunflowers, avocados, timber and soil improving tree seedlings.
- Designed and implemented a full-scale transition to digital financing tools and mobile repayment for at the time 69,000 farmers and remote management tools for a team of at the time 300+ staff.

#### **Research Officer | HJF Medical Research International | Oct 2013 - June 2019 | Tanzania**

- Managed an HIV/AIDS ehealth intervention project in East and West Africa.
- Scaled up an e-health child and maternal HIV/AIDS intervention from 4 hospitals to 161 hospitals, in three years and increased e-health project beneficiaries from 12 to 13,296 in three years.
- Coordinated a multi-county program evaluation health research study from research protocols development phase to piloting and implementation stages.
- Developed and managed ~\$20M budgets and created impact reports for stakeholders and donors.

#### **Research Officer | Dartmouth-Hitchcock Medical Center | March 2011 - April 2013 | New Hampshire, USA**

- Coordinated a task force of academicians in Tanzania, USA and Nigeria that leveraged gender-based violence statistics to design sustainable GBV-related behaviour changes.

### **EDUCATION**

- Doctor of Philosophy in Business and Management | University of Zambia | 2022 - 2025
- Master of Business Administration | Mzumbe University in Mbeya, Tanzania | 2016 - 2018
- Bachelor of Arts in Economics | Dartmouth College, NH, USA | 2009 - 2013