



WE ARE LOOKING FOR A

PEOPLE & CULTURE MANAGER

Justdiggit (www.justdiggit.org) is an NGO working on landscape restoration in Africa. Our international team of 65 passionate professionals is spread across Africa and Europe. Over the past two years, we've laid a solid foundation in HR. Now, as we continue to grow and scale our impact, it's time to take the next step: building a future-proof, people-centred organisation with a strong and consistent employee value proposition. We're looking for a People & Culture Manager to lead the further professionalisation of our HR practices and policies, and help shape an inspiring, inclusive and empowering working culture.



Location:
Nairobi, Kenya

Employment type:
Full-time
(40 hours per week)



ABOUT JUSTDIGGIT

Justdiggit empowers farmers in Sub-Saharan Africa to restore degraded landscapes using rainwater harvesting, agroforestry, and climate-resilient agriculture. We are currently active in Kenya, Tanzania, and Senegal, and have offices in Nairobi (Kenya), Arusha (Tanzania), and Amsterdam (Netherlands).

Over the next decade, we aim to reach millions of farmers and inspire large-scale greening across the African continent. To achieve this, we combine traditional farming techniques with digital (mobile) technology and AI. We amplify our impact through large-scale awareness campaigns across both Europe and Africa.

YOUR ROLE:

We are looking for a People & Culture Manager to join our team and lead all HR practices across the organisation. You will work closely with the management team to develop, implement, and execute a people strategy that aligns with our mission and organisational goals.

This is a pivotal role in a growing, international non-profit that values passion, collaboration, and innovation.



YOUR RESPONSIBILITIES

Strategic & Operational HR

- Develop, implement, and monitor our HR strategy in alignment with organisational goals
- Oversee the full HR cycle: hiring, contracting, onboarding, offboarding, and performance reviews
- Coordinate salary administration and maintain job classification frameworks

Culture, Learning & Growth

- Support leadership and professional development across all levels
- Drive a performance management culture that fosters growth and accountability
- Champion diversity, equity, and inclusion across teams and regions
- Guard and nurture Justdiggit's organisational culture and values

People Support & Policies

- Be a daily point of contact for employees across our offices and countries
- Continuously review and improve HR policies, processes, and compliance
- Promote a safe, inclusive, and inspiring working environment
- Use HR data and insights to inform decision-making and continuous improvement

This role covers all countries where Justdiggit operates, including teams in both Africa and Europe.





WHAT WE'RE LOOKING FOR

- Passionate about Justdiggit's mission: empowering farmers to regreen degraded land across Africa!
- Bachelor's degree in Human Resources, Psychology, Business Administration or a related field
- 8+ years of well-rounded HR experience, preferably in international settings
- CHRP & IHRM Membership
- Experience in a scaling organisation is a strong plus
- Proven ability to develop and execute HR strategies and processes
- Knowledge of local Kenyan HR laws and regulations is an advantage
- Fluent in English (spoken and written)
- Excellent communication and organisational skills
- Able to work effectively across diverse cultural contexts
- Self-motivated and able to work independently within a highly collaborative team
- Comfortable in a dynamic, fast-paced, and evolving environment

WHAT WE OFFER

- A meaningful role with diverse responsibilities and creative freedom
- A chance to contribute to a high-impact, fast-growing non-profit
- A passionate, international, and collaborative team culture
- Flexible working hours based at our Nairobi office, with the option for remote work
- Occasional visits to our team and office in Amsterdam, Netherlands

Additional Benefits:

- A competitive, sector-aligned salary
- 25 vacation days per year (based on a 40-hour work week)
- Reimbursement for mobile phone and commuting costs

APPLY NOW!

Justdiggit is committed to building an inclusive team and welcomes applicants from all backgrounds, identities, and experiences. We encourage people of different ethnicities, faiths, genders, sexual orientations, and abilities to apply.

If you believe you're the right fit for this role, please send your CV and a motivation letter to vacancies@justdiggit.org by 22 August, 2025.

