

At Sistema.bio our mission is to create value from waste

Sistema.bio is a leading social enterprise operating in Latin America, India, and Africa that seeks to impact climate change, food security and poverty by bringing technology, training and financing to farmers. Headquartered in Mexico City, Sistema.bio promotes a world where waste is a resource, and farmers are empowered and productive. We manufacture, sell, install and finance our patented biodigester systems for small and medium scale farmers to convert their waste into economic, health and environmental benefits. To-date our products have treated over 6.7m tons of farm waste, enabled over 25,000 people to produce clean energy, and saved over 36,000 ha of trees per year.

By the end of 2021, our goal is to have installed biodigesters for over 200,000 people in 15 countries where they lack access to clean, renewable and cost-effective energy. **We want you to be part of this impact story.**



We are looking for a Country Director to take our Mexico team to the next level

As our Mexico Director you will be responsible for driving sales, partnerships, operations and customer service across the country. We are looking for a dedicated and passionate individual to build and deliver a strategy that will take our team to the next level and impact tens of thousands of farmers. In this role you will report directly to the CEO and join our international leadership team.

Are you up for the challenge?

Strategy execution:

- Translate our global strategy into clear and tangible outcomes for the region
- Build accountability across your team to deliver success on the ground
- Build targets and monitor the country's performance

Commercial development:

- Develop and implement an annual sales plan
- Develop new sales channels and strategic partnerships
- Build and manage relationships with key stakeholders (customers, institutional clients, investors)

Team management:

- Recruit, train, mentor and motivate your team
- Support the team to deliver high-quality services to our customers
- Define individual career paths for your team based on abilities and aspirations

What's on offer?

We take our colleagues' growth seriously. In this role you will have the opportunity to grow into a Latin American leadership role with greater responsibilities within 24-48 months. Our compensation is competitive, and we also offer ESOPs for our leadership team.

Does this sound like you?

- 5 - 10 years' experience working across different divisions, i.e. sales, marketing, operations
- 3 - 5 years' experience in the high growth environment, i.e. building a new business or products
- Experience dealing with customers in rural and semi-urban environments
- You have a strong track record of solving organizational challenges and driving a team performance
- You are a doer with an entrepreneurial mindset who is not afraid to get your hands dirty
- You share our passion about impacting the lives of Mexican farmers
- You know how to operate and deliver in Mexico

Do you share our values?

- We are part of a larger movement to make society work for EVERYONE
- We are passionate about our IMPACT
- We are RELIABLE and PROACTIVE
- We are responsible to protect the Earth's ECOSYSTEMS

If yes to all the above – we want to meet you!

Please email Esther, our Chief Operations Officer, at esther@sistema.bio with any questions, your resume and a short answer to the following questions:

1. Are you a sales person, an operator, or someone more technical? In less than 100 words, please summarize your experience across Sales, Marketing, Operations etc.
2. In less than 100 words, please describe your experience building and managing a team.
3. In less than 100 words, please share a summary of your experience building relevant relationships in Mexico (please include any organizations, names etc.).

We look forward to talking soon!