



Farm Manager — Savannah Seritech

Location: Sindo, Homa Bay, Kenya (full-time on-site)

Reports To: Venture Scale Lead

Experience: 5–10+ years, with 5+ years in senior field operations

Job Type: Full-Time

Start: ASAP

About Savannah Seritech

Savannah Seritech is pioneering Africa's first silk industry. We are building a modern, inclusive sericulture ecosystem that transforms rural livelihoods, restores degraded land, and produces world-class silk for global sustainable fashion markets.

Backed by Pyramidia Venture Studio, Savannah Seritech combines field-based operations with venture-building discipline and technical excellence. Our vision is to put Africa on the map for global silk production, capturing a significant part of the global US\$20BN silk market in the long term, linking tens of thousands of farmers to global value chains while driving climate-positive growth.

Over the last year we have proven Kenya can produce export-grade high-quality silk at competitive cost and premium pricing. Tactically, over the next two years, we aim to scale to hundreds of farmers on our tech-enabled platform and export thousands of kgs of high-quality silk.

About the Role

We are seeking an Farm Manager to own the full field execution of Savannah Seritech's farm operations. This is a senior, accountability-heavy role for someone who drives results — not just manages tasks.

You will be the most senior person on the ground in Sindo, responsible for hitting production KPIs, managing and holding the field team accountable, driving operational efficiency, and leading the physical scale-up of the farm from 30 to 200+ acres. You will manage the Plantation Ops Manager (day-to-day mulberry and nursery execution) and coordinate closely with the Rearing Technical Lead (silkworm rearing and quality standards), ensuring both functions run in sync without overlapping their technical domains.

You report directly to the Venture Scale Lead and are the primary link between field reality and business performance.

This is not a coordination role. You are expected to identify what is broken, fix it, and hold the line on output — day in, day out.

Key Responsibilities

1. Production KPI Ownership

- Own and be accountable for farm-level KPIs: yield per acre, wet and dry cocoon output, cocoon quality (4A+), larval survival rates, and cost per kg
- Set weekly and monthly targets in collaboration with the Venture Scale Lead; track performance against them daily
- Run structured root cause analysis on any KPI miss and implement corrective action — do not wait to be asked
- Produce clear, accurate weekly and monthly reporting to the Venture Scale Lead, with red/amber/green status on all key metrics

2. Operational Oversight, Problem-Solving & Efficiency

- Maintain full operational visibility across mulberry plantation, nursery, silkworm rearing houses, and post-harvest areas
- Synchronise mulberry leaf availability with rearing cycle cadence — anticipate shortfalls before they happen
- Proactively identify operational bottlenecks and problems; design, set up, and manage improvement initiatives end-to-end — own the fix, not just the flag
- Implement and enforce SOPs across all operational areas; ensure they are understood and followed by the field team, not just documented
- Drive a culture of data discipline: accurate, timely records from every operational stream

3. Scale-Up Execution & Construction

- Lead the physical scale-up of farm operations: 30 acres → 65 acres in the next 6 months, 65 → 200+ acres in year 2
- Plan and execute land preparation, infrastructure build-out, and operational ramp-up for new acreage — on time and on budget
- Oversee all on-site construction projects: new rearing houses, nursery infrastructure, processing facilities, and farm infrastructure — from planning through commissioning
- Scale labour, procurement, logistics, and operational systems ahead of each expansion phase
- Scout and assess new sites in collaboration with the Venture Scale Lead

4. Team Leadership & Performance Management

- Directly manage the Plantation Ops Manager and Rearing Ops Manager — set targets, monitor daily performance, conduct structured monthly reviews using scorecards, and hold both accountable to their KPIs
- Coordinate with the Rearing Technical Lead on rearing schedules, feed planning, and quality outputs — you hold the ops interface, they own the technical standards
- Plan and approve all casual and FTE labour across operations: hiring, scheduling, and exits; senior FTE decisions elevated to Venture Scale Lead
- Drive performance management across all farm staff through structured scorecards, regular feedback, and a results-oriented, safety-conscious culture
- Lead with the cultural sensitivity required to manage and develop a team in rural Western Kenya

5. Budget & Cost Management

- Own the operational budget: prepare annual and quarterly budgets in collaboration with the Venture Scale Lead
- Track and control costs across all operational streams; flag variances early and propose corrective action
- Drive cost-per-kg efficiency over time as volumes scale — balance cost discipline with quality and output targets

6. Procurement, Logistics & Resources

- Oversee procurement of all farm inputs, consumables, equipment, and tools — right quality, right time, right cost
- Manage inventory and asset tracking; maintain a preventive maintenance schedule for equipment, vehicles, and facilities
- Oversee transport and logistics across the farm, including leaf movement across difficult terrain and cocoon transfer between sites

6. Community, Site & Compliance

- Manage and grow healthy community and land-partner relationships; proactively communicate with the surrounding community
- Support the onboarding of new farmer partners and land agreements
- Own on-site health and safety execution; maintain audit-readiness across all areas
- Support certification processes (e.g. GOTS) as the operation scales

What We're Looking For

We are hiring for operational drive and accountability first. Sericulture knowledge is not required — we have technical experts on the ground. What we cannot teach is the discipline to run a complex, multi-stream field operation at pace and scale.

Essential

- 5–10+ years of total work experience, with at least 5 years in senior field operations — running a farm, plantation, agri-processing facility, or comparable physical operation
- Demonstrated accountability for production KPIs and operational outcomes — not just managing process but owning results
- Proven track record of leading large, diverse field teams (20+ people including supervisors and casual labour)
- Experience driving efficiency improvements and process optimisation in a field environment — structured problem-solver, not a firefighter
- Experience managing operational scale-up: expanding acreage, volume, or capacity under real constraints
- Strong data and reporting discipline: comfortable with Excel, dashboards, and using numbers to make decisions
- Full-time on-site availability in rural Sindo, Homa Bay — non-negotiable
- Strong people leadership and communication skills; culturally adaptable

Preferred

- Familiarity with sericulture, mulberry cultivation, or horticulture/plantation crop management or any comparable agri-operations (e.g., tea, cotton, horticulture)
- Experience in early-stage or fast-scaling ventures — comfortable building systems from scratch
- Procurement and logistics experience in remote or difficult-terrain settings
- Exposure to sustainability certifications (GOTS, organic, etc.)

Education

A degree in agriculture, agribusiness, operations management, or a related field is an advantage. Equivalent field experience will be weighted equally.



What You Get

- **Ownership & impact — help scale Africa's first silk industry from the ground up:** Mission-driven role
- **Strategic and capital support from Pyramidia Venture Studio — you are not alone in the field:** Studio-backed venture
- **As the operation scales, so does this role — with a potential path to broader leadership for the right person:** Growth path
- **You run the farm. You own the numbers. You drive the outcomes:** Real autonomy

How to Apply

Send your CV and a short cover note (max 300 words) explaining:

- Your most relevant operations experience and the scale you have managed
- A specific example of a KPI or production challenge you identified and fixed
- Why you are excited about building Africa's silk industry

Send to: savannahseritech@pyramidiaventures.com with the subject line **"Farm Manager – Savannah Seritech – [Your Name]"**