



Arusha, Tanzania--Njiro-TASO Grounds Phone:  
+255 (0) 762612602  
E-Mail: aisetanzania@gmail.com  
Web: <http://www.twende-tanzania.org>

## Twende Team Openings

Twende is an innovation centre in Arusha, Tanzania. We believe everyone can harness the power of their creativity to improve life for themselves and their communities. We encourage this creative capacity building by incubating local entrepreneurs and educating community members of all ages and backgrounds in design and innovation.

We are looking for highly motivated, multi-talented individuals to join our diverse team of inventors, entrepreneurs, and creative minds for internships during the long holidays. Here at Twende, our work revolves around asking broad questions, and answering them, from the high conceptual level down to the fine technical details.

We have five different internships designed around the following questions:

*How do we transform a functional prototype with proven demand into a mass-manufactured, beautiful, user-friendly product?*

*How do we teach required secondary school curriculum in a resource-limited environment while instilling a sense of curiosity in students and encouraging them to apply their learning practically?*

*How do we document multiple ongoing projects, including saving technical information for internal use and sharing stories of our work with the surrounding community?*

*How do we increase communication among diverse individual innovators to strengthen a supportive entrepreneurial community?*

*How do we collect, analyze and share information about Twende's impact, including both quantitative data and personal stories?*

As a Twende intern, you will work with on a team of Tanzanian and international interns to explore answers to one of these questions. Intern teams will have a high degree of independence and responsibility in pursuing their projects. These projects are scoped to fit about three months but can be extended to longer-term fellowships.

**To apply**, please send the following to [deborah.twende@gmail.com](mailto:deborah.twende@gmail.com) :

- CV
- Cover letter indicating which position(s) interest you and your relevant experience. If you do not know which position best suits you, let us know, and tell us about your interest in Twende and your goals for this internship.
- Short answers to the application questions listed at the end of the job description for which you are applying.
- A short answer to the following question: Describe one product, service, or interaction that you think is poorly designed or should be improved. What would you change if you could redesign it?
- We also like to see examples of your past work if available. This includes portfolios, pictures of things you've built, websites you've made, and other artifacts from projects you have been part of.



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### **Go-To-Market Strategists**

*How do we transform a functional prototype with proven demand into a mass-manufactured, beautiful, user-friendly product?*

Twende's most popular product is a low-cost drip irrigation kit. This product has high potential for wide distribution, but it requires some finishing details first. Twende is seeking multi-talented, business-minded individuals to turn a functional prototype into a polished, scalable product that will be sold to thousands of farmers in Tanzania. You can read about the kit on our website at: [www.twende-tanzania.org/what-we-sell1.html](http://www.twende-tanzania.org/what-we-sell1.html).

#### **Responsibilities Include:**

- Conducting market research and product tests
- Quality checking and evaluating manufacturing processes for standardization
- Devising a packaging system that is polished and professional
- Planning and testing distribution strategies
- Creating marketing and instructional materials

#### **Qualifications:**

- Secondary school graduate or further education
- Proficiency in Microsoft Office Suite or similar
- Experience in Adobe Creative Suite is a plus but not required
- Detail-oriented
- Independently motivated
- Good communication skills

#### **Application Question**

Based on what you know about the drip irrigation kit, describe three ways you would try to find additional customers for it.



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### **Curriculum Builders**

*How do we teach required secondary school curriculum in a resource-limited environment while instilling a sense of curiosity in students and encouraging them to apply their learning practically?*

Twende currently teaches a secondary school electronics workshop that replaces texts and memorization with experimentation and application. Now, we plan to create more lessons that drop seamlessly into the Tanzanian secondary school physics curriculum to teach students required knowledge while showing them ways to apply physics principles to solving real problems.

Responsibilities include:

- Becoming familiar with Tanzanian secondary school physics curriculum
- Designing a hands-on lesson to teach a specific principle in the curriculum with an emphasis on practical problem-solving
- Assembling kits to deliver the lesson to a classroom
- Creating a manual for teachers to deliver the lesson
- Training a Twende employee to deliver the lesson
- Teaching the lesson at a secondary school

Qualifications:

- Secondary school graduate or further education
- Proficient in Microsoft Office Suite
- Passion for science and education
- Creative thinking
- Independently motivated
- Good communication skills

Application Question:

What is one scientific concept you would like to teach Tanzanian secondary school students. How might you teach this concept?



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### **Documentation Interns**

*How do we document multiple ongoing projects, including technical information for internal use and sharing stories of our work with the surrounding community?*

The Documentation Interns will produce a website that Twende innovators will use to record information about their projects such as field notes, pictures, technical drawings, and customer contacts. The website should consist of two parts: an inward-facing section where Twende employees can store their work, and an outward-facing section that Twende can use to showcase projects for publicity.

The website will be a valuable organizational tool that Twende will continue to use for years to come.

Responsibilities Include:

- Speaking with Twende innovators to understand their work processes and design a website that meets their needs
- Designing and implementing a flexible and accessible website for archiving and ongoing documentation of Twende products
- Teaching Twende innovators to use the new website

Qualifications:

- University graduate or current university student
- Experience in website architecture and design
- Strong communication skills
- Highly motivated independent worker

Application Question:

How would you change the Twende website ([www.twende-tanzania.org/](http://www.twende-tanzania.org/)) to make it more effective at one of the following goals? (pick ONE):

- Attract more people to visit the workshop in person
- Sell more products
- Encourage people and organizations to fund Twende.



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### **Communication Interns**

*How do we increase communication among diverse individual innovators to strengthen a supportive entrepreneurial community?*

Twende is building an ecosystem of local entrepreneurship by running workshops in many different locations with different organizations concerned with agriculture, business, fabrication, and innovation. We believe that we can strengthen our ecosystem by directly connecting these geographically-scattered individuals and organizations to share ideas and exchange advice. The communication intern team will work with these stakeholders to identify their communication needs then design and prototype methods for meeting these needs.

#### Responsibilities Include:

- Getting to know Twende stakeholders such as local micro-entrepreneurs, students, NGOs, etc. and finding out what kinds of information is interesting our useful to them
- Brainstorming a range of creative methods of communication using media such as print newsletters, face-to-face meetings, radio, SMS, Whatsapp, etc.
- Piloting methods of communication, collecting feedback and observations, and iterating on the design
- Making recommendations about the communication needs of Twende stakeholders and the most effective methods for addressing them

#### Qualifications:

- University graduate or current university student
- Proficiency in Microsoft Office Suite or similar
- Experience in Adobe Creative Suite or similar
- Strong communication, organization, and analytic skills
- Highly motivated independent worker
- Programming and web design skills are a plus but not required.

#### Application Question:

What do you think is the best method for communication among smallholder farmers in Tanzania? Why?



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### **Monitoring and Evaluation Fellows**

*How do we collect, analyze and share information about Twende's impact, including both quantitative data and personal stories?*

Note: This position requires a one-year commitment.

The Monitoring and Evaluation Fellows will study impact of Twende products and educational programs in order to guide Twende in offering the best services possible to our community. They will interview Twende stakeholders in the field and use their findings to help us evaluate and improve our products and programs. Using the insight gained from their research, the fellows will take part in ideation and design of new Twende programs.

Responsibilities Include:

- Travelling throughout Arusha region with Twende follow-up teams to interview purchasers of Twende products and participants in Twende programs.
- Choosing statistics to collect in order to evaluate use of products and impact of training programs
- Interviewing program participants and gathering stories about how they have used Twende trainings
- Deciding how and where to share these statistics and stories to promote Twende
- Analyzing the information collected to evaluate the success or failure of Twende programs and products
- Using findings to design more effective programs at Twende
- Creating frameworks by which to monitor and evaluate Twende products and programs

Qualifications:

- Secondary school graduate or further education
- Proficiency in Microsoft Office Suite
- Strong communication and analytical skills
- Aptitude for self-directed on-the-job learning

Application Questions:

Choose one product from the "What we sell" or the "What we incubate" sections of Twende's website: [www.twende-tanzania.org/what-we-sell1.html](http://www.twende-tanzania.org/what-we-sell1.html) or [www.twende-tanzania.org/what-we-incubate.html](http://www.twende-tanzania.org/what-we-incubate.html). If you were evaluating this product, what are three questions you would ask people who have purchased and used it?

If you had the chance to interview one person from Tanzania, living or deceased, what are three questions you would ask him or her?