

## Imago Global Grassroots - Recruitment Regional Lead, Africa

**Location:** Based in Sub-Saharan Africa (ideally Kenya) with travel

**Start date:** As soon as possible

**Contract duration:** Two years with the possibility of an extension.

**Salary:** Subject to experience and location.

**NEW Application deadline:** October 21<sup>st</sup>, 2024, at 17:00 hrs. ET. Applications will be reviewed on a rolling basis so early submissions are encouraged.

### ABOUT US

Imago Global Grassroots (Imago) has worked with mission driven organizations since 2014 to build capacity and scale impact in a way that respects their unique contexts and strengths. Using an approach which seeks to place those closest to the challenge at the center of designing solutions, we work together with organizations to address topics critical to scaling up, such as, strategic planning, building a culture of learning, monitoring and evaluation, and mainstreaming of agile methods for innovation. Imago is the last stage of growth in an insect when it attains maturity to find its wings. At Imago, we help our clients accelerate the process of finding their wings so that they can hone their potential to scale impact and take flight.

Our mission is to “change development thinking and practices around poverty alleviation.” We have developed thought leadership on various topics including scaling up, leadership, and adaptive evaluation techniques. Throughout we bridge concepts from multiple disciplines including economics, psychology, systems thinking, design thinking, and adaptive evaluation and management. In Africa, we are looking to bring these ideas to practice. Imago has worked with various organizations in Africa, including Teaching at the Right level–Africa, Solar Sister, Lwala Community Alliance, Babies and Mothers Alive Foundation, and Jacaranda Health. Recently, Imago has secured a multi-year grant to document the system change journeys of 10-15 organizations globally to understand how system change occurs (of which 6-10 are likely in Africa).

To learn more about Imago’s work, visit our [website](#), our [Ideas & Insights page](#), the official [website](#) of our recently published book, [Scaling Up Development Impact](#), and our [YouTube](#) channel, all of which have a selection of Imago’s intellectual contributions, publications, and creative practices.

## DESCRIPTION OF THE POSITION

The Regional Lead will be responsible for Imago's operations and projects in Africa, including expanding our reach to various grassroots and multilateral organizations. Other key responsibilities include developing Imago's regional strategy in Africa, leading multi-country projects, building a team, managing relationships with key stakeholders, leading workshops and disseminating results.

## MAIN FUNCTIONS AND RESPONSIBILITIES

The Regional Lead, Africa will report to the Director for Economic Development, Research & Strategy and will be responsible for:

### Strategy & Business Development

- Develop and lead the implementation of Imago's Africa strategy.
- Co-create and nurture the expansion of Imago's work in Africa, including identifying potential partnerships, funding opportunities, and new clients.
- Establish, manage and sustain relationships with clients, funders, partners and other stakeholders in Africa.
- Monitor global, regional and sector-specific trends, to adapt Imago's business development strategy.

### Program Delivery & Stakeholder Management

- Lead project/s in Africa and support project delivery in other regions.
- Design, lead and facilitate workshops with relevant stakeholders.
- Recruit and manage staff and delivery partners.
- Ensure smooth operations and effective delivery of final outputs for Africa projects, including hands-on implementation.

### Thought Leadership

- Promote identification and synthesis of best practices and lessons learned from Imago's work in Africa.
- Identify avenues for dissemination of Imago's approach and work, e.g. conferences, workshops, webinars etc.
- Convene high-impact knowledge sharing events.
- Engage internal and external experts and construct high-quality publications.

- Contribute to refining and expanding Imago's knowledge assets.

Other Responsibilities include:

- Support board meetings, strategic planning, and other executive team needs.
- Participate in and assist with fundraising events.
- Provide general support to the Directors and COO.
- Help organize Imago-wide events.
- Other administrative duties as assigned.

## QUALIFICATIONS AND POSITION REQUIREMENTS

### **Required Skills and Experience:**

The ideal candidate for this position will have:

- Deep passion and commitment to improve lives around the world.
- Understanding of grassroots and social entrepreneurship ecosystems in Africa.
- Demonstrated interest in or curiosity and openness towards ways of approaching international development differently.
- At least 8-10 years of relevant experience in Africa (e.g. serving in leadership positions, starting new initiatives, bridging research and practice).
- Demonstrated ability to work in a dynamic, fast-paced environment with a track record as a self-starter.
- Detail and execution-focused orientation, with an ability to take a task from a high-level strategic idea to rapid execution with a large amount of autonomy and conscientiousness.
- Strong desire for professional growth and development, with a track record of openness to give and receive feedback.
- Ability to work with international, cross-cultural, and diverse teams in a remote environment.
- A graduate degree from a reputable university in a relevant field (economics, public policy, international development, social sciences, etc.).
- Strong familiarity with impact evaluation, design thinking, system thinking, adaptive management, and scaling up frameworks.
- Subject matter expertise or experience in gender equality; education, health, and livelihood opportunities.

## SELECTION PROCESS

1. Interested candidates must complete the following form and attach their CV in the space provided: <https://forms.office.com/r/axcPdSWA1B>
2. Candidates who are shortlisted, based on their CV and responses to the form, will receive an invitation to an interview that will determine continuity in the selection process.

**Applications will be accepted until October 21<sup>st</sup>, 2024, and will be reviewed on a rolling basis.**

*We thank all applicants in advance for the time and effort dedicated to preparing their application. Only shortlisted candidates will be contacted.*