



## **WE'RE HIRING: Country Manager, Ethiopia**

**POSITION:** Country Manager, Ethiopia

**WHERE:** Reach for Change Ethiopia, Addis Ababa

**COMMITMENT:** Full time

**DURATION:** Indefinite contract

**REMUNERATION:** Based on experience

**APPLICATION PROCESS:** Interested candidates should send their CV and Cover Letter to [hr.africa@reachforchange.org](mailto:hr.africa@reachforchange.org) with "Country Manager, Ethiopia" in the subject line. Please note candidates will be considered on a rolling basis and the position will be filled as soon as a great candidate is found.

**DEADLINE FOR APPLICATIONS:** 31 May 2019

**START DATE:** As soon as possible

### **About Reach for Change Ethiopia**

Reach for Change is an international non profit organization with the mission to unleash the power of innovation and entrepreneurship to create a better world for children and youth. We find and support local, early stage social entrepreneurs to scale their innovations and solve the most pressing issues faced by children. Our core product is development programs for social entrepreneurs, in which the entrepreneurs are supported to scale their innovations through capacity building, networks and funding. Being co-created by successful entrepreneurs in the non-profit and the business sector in 2010 in Sweden, we have a portfolio of 600+ social entrepreneurs in 18 countries across three continents (Africa, Central Asia and Europe) who, together with us, have positively impacted more than 4 million children's lives to date.

In Africa, Reach for Change also focuses on women's empowerment as a fundamental catalyst for driving change in children lives. Reach for Change first launched its African operations in Ghana in 2012 and has since expanded into Senegal, Chad, Ethiopia, DR Congo, Rwanda and Tanzania.

Reach for Change Ethiopia is registered in Ethiopia as a Foreign Charity Organization with certificate number 3419.

For more information about Reach for Change, please consult our website [www.reachforchange.org](http://www.reachforchange.org). For questions, please contact [hr.africa@reachforchange.org](mailto:hr.africa@reachforchange.org).

### **Job Description:**

Reach for Change Ethiopia is looking for a country manager. As Country Manager Ethiopia, you will be part of a brave, smart and passionate team working for Reach for Change and reporting to our Regional Director, Africa.

Based in Addis Ababa, Ethiopia, the Country Manager will lead the Reach for Change program in Ethiopia, in line with the overall long-term strategy for the organization. This includes maintaining



and strengthening existing key stakeholder relations, building new partnerships, leading and administering the local organization and team, communicating to relevant stakeholders, and managing and monitoring the implementation of the program.

## **Primary responsibilities include:**

### **1. Management**

- a) Lead our Ethiopia Team to achieve the country's strategy and objectives, creating a positive atmosphere, pushing others to reach their full potential, while working in a very flexible team where we help each other out.
- b) Manage Overall responsibility for the budget and supervision to ensure all financial and auditing processes are implemented and complied with, and that the Ethiopia operations are run efficiently and effectively.
- c) Business Development – grow, diversify and secure funding from new and existing partners and funding sources, including managing relationships with existing and new funding and program partners and developing winning proposals; building on Reach for Change's relationships with key Ethiopian and international donors and partners in partnership with our Global Partnerships Associate and Regional Director.
- d) Other duties as assigned by the Regional Director, Africa or the leadership team.

### **2. Strategy and Implementation**

- a) Further develop and implement the local country strategy and operations in keeping with the Reach for Change strategic plan and regional priorities to achieve the maximum social impact for social entrepreneurs and children.
- b) Lead the Reach for Change organization in Ethiopia with the goal of unleashing the power of social entrepreneurship and innovation to create a better world for children, in keeping with the long-term strategy of the organization.
- c) Continue to build the sense of 'One Reach for Change' by promoting a collaborative culture and efficient sharing of resources across all Reach for Change teams.
- d) Oversee the design and execution of locally relevant search and selection, accelerator and incubator programs for social entrepreneurs in keeping with the global strategy and regional priorities.
- e) Lead and manage the IKEA program and IKEA partner relations in Ethiopia, in consultation with the Global Management Team.
- f) Provide support to Reach for Change social entrepreneurs, finalists and applicants to develop their enterprises towards measurable social impact, financial sustainability, scale and system change.
- g) Develop and maintain close relationships with key stakeholders, including our partner companies, development corporations, key actors in the social entrepreneurship and social innovation sector in Ethiopia and in government and manage the interests of our partners to ensure continued commitment and engagement.
- h) Develop relationships with key stakeholders and partners in Ethiopia to be engaged in the program, recruit their support and execute program strategy.

### **3. Reporting, Communication and other responsibilities**

- a) Manage the monitoring and reporting of the progress of the Ethiopian operations and indicators, and contribute to our processes to build, measure, and learn to continuously improve our impact.



- b) Create, together with partners, forums for best practice on social entrepreneurship and sharing of ideas and experience on successful implementation of the programs across markets.
- c) Further develop Reach for Change's relationships with the development community in order to generate greater impact.
- d) Report to the Regional Director, Africa and produce recommendations for review of the Global Management Team and Board.

## **Required qualifications and experience:**

### **1. Required education**

- o University degree in business, economics, public administration or a related discipline.

### **2. Required knowledge and experience**

- o Good knowledge of or experience working with social entrepreneurs and entrepreneurship development is a must, whilst knowledge on current thinking and practices in the field of social entrepreneurship and the social sector in Ethiopia is a strong plus.
- o 8+ years of progressively responsible leadership positions, with a distinguished record of relevant accomplishments in the non-profit sector and/or business sector
- o Minimum 5 years of experience in fundraising or business development positions with demonstrated experience successfully fundraising for a non-profit from foundations and institutions. Experience fundraising from corporates, high-net-worth individuals and general public is a plus.
- o Tangible experience of having expanded and cultivated existing funding relationships
- o Ability to construct, articulate and implement an annual strategic fundraising plan
- o Proven track record of success in representing an organization with partners; government agencies, private sector organizations, media and donors nationally and globally
- o Evidence of being an entrepreneurial and strategic leader who is passionate about social change, with strong leadership skills and the ability to guide a team in reaching Reach for Change Ethiopia's strategic and programmatic objectives
- o Excellent verbal and written communication skills; ability to influence and engage a wide range of funders and influencers and build long-term relationships - the holder of this post must develop and nurture relationships across a wide spectrum of stakeholders (Government, Donors, INGOs and local NGOs, academic bodies, private sector entities and relevant local civil society etc.)
- o Ability to work cooperatively to build networks and satisfy needs of internal and external stakeholders
- o A collaborative "can do" attitude and a desire for continuous improvement
- o A professional and resourceful style; the ability to work independently and as a team player, to take initiative, and to manage multiple, sometimes conflicting priorities
- o High energy and passion for Reach for Change's mission is essential
- o Strong organizational and time and project management skills with exceptional attention to detail and deadlines
- o Demonstrated ability to work sensitively with diverse people, cultures and communities
- o Sensitive to cross cutting issues and approaches such as gender, child protection, accountability, resilience, inclusion and behavior change
- o Ethiopia-specific experience in working in the development sector is a plus



### **3. Technical and other skills**

- Good computer skills and familiarity with MS Office (Word, Excel, Outlook, PowerPoint)
- Ability to understand and use web based applications and platforms
- Excellent spoken and written fluency in English - the CM will be responsible for the preparation, writing and submission of high-quality proposals and reports in English, as well as extensive communication with Donors, HQ, and partners in English, ability to speak and write in Amharic is a plus
- Readiness for some travel