



Africa Regional Director

Organizational Overview

The extreme disparity in health outcomes and access to healthcare that exists today between the world's rich and the world's poor is unjust and unsustainable. To change this unacceptable status quo requires a new generation of leaders with diverse skills and backgrounds. Emerging leaders need opportunities to build their skills and build meaningful connections with other young leaders who share a vision for transformative change.

Global Health Corps is mobilizing a global community of emerging leaders to build the movement for health equity. We do this by:

- ***Increasing the impact of great organizations today:*** Fellows work with high-impact organizations in year-long paid positions. During their fellowship year, fellows make a significant and measurable contribution to the partner organization and the target population.
- ***Training and supporting the leaders of tomorrow:*** Over the course of the fellowship year, fellows participate in a wide range of activities aimed at increasing their effectiveness as practitioners and their development as leaders.
- ***Building a global community of change-makers:*** Fellows build a set of shared values, commitment and skills that they carry well beyond the fellowship year. The GHC community and alumni program serve as a source of opportunity and strength throughout fellows' lives and careers.

Fellows work in teams of 2—one international fellow, one in-country fellow—in a wide range of areas to support our partners in improving healthcare access and health outcomes for the poor. Fellows have built financial management systems for grassroots HIV organizations in Uganda, counseled homeless teenagers in New Jersey, supported district pharmacies in Rwanda in rolling out new supply chain management tools, and conducted policy research in Washington DC.

Position Overview

Global Health Corps seeks an energetic, collaborative, and dedicated leader to serve as its Africa Regional Director, beginning in May 2015. The position will be based in one of GHC's countries of operation in Africa: Rwanda, Uganda, Malawi, Zambia, or Burundi. Reporting to the VP of Programs (who is based in New York), the Africa Regional Director will build upon GHC's success to date to achieve significant impact in cultivating the next generation of health leaders. This role combines human capital development with partnership-building, entrepreneurship, and management. Leadership development within GHC goes hand-in-hand with team performance. To enable this, the Africa Regional Director will lead and manage a high-performing team of East and Southern Africa Program Managers in order to: cultivate key relationships with placement organizations and content partners; serve as a lead trainer in fellow workshops and retreats; provide regular fellow support; support expansion of alumni programming; oversee regional operations, and overall, provide strategic guidance for the strengthening, growth and expansion of GHC in Africa.

This position requires exceptional passion for our work, significant experience with and capacity for partnership building and team management, and the ability to thrive in a dynamic, start-up work environment. There will be regular travel to all GHC countries for participation in fellow and alumni workshops and trainings, partnership visits, as well as to the US for the annual 2-week Training Institute held at Yale University for all new fellows. Other travel may be required as necessary.

Responsibilities

(1) Program Team Management:

- Lead and manage a high-performing, collaborative Africa program team and promote a positive work environment
- Travel regularly to country offices to provide 1:1 support to Program Managers as well as accompany partnership visits, trainings and workshops, and overall regional support
- Work with Program Managers to develop individual professional development plans and support the professional development of each member to reach their full potential
- Mentor GHC's team members as they take on greater and more complicated responsibilities
- Ensure Program Managers meet all work deadlines and complete deliverables as appropriate
- Support programmatic and operational staffing growth throughout the region

(2) Strategic Leadership:

- Consistently articulate a clear and compelling program vision and strategy
- Work closely with the CEO, VP of Programs, and VP of Operations to set organizational priorities and develop strategies to achieve ambitious goals with limited resources
- Build and manage relationships with a diverse range of stakeholders
- Improve all aspects of communications with the goal of creating a stronger, clearer brand and expanding our visibility and reach within the GHC countries

(3) Fellowship Training, Programming and Support:

- Serve as key trainer during workshops and retreats, supporting Program Managers and providing an engaging, interactive and meaningful leadership and professional development experience for fellows
- Revise, create and support development of new world-class training modules and existing fellowship curriculum
- Provide guidance to Program Managers on implementation and management of fellowship program

(4) Placement Organization Selection and Relationship Management:

- Actively network and recruit potential new placement organizations throughout the region
- Work with the VP of Programs and Program Managers to develop the portfolio of placement organizations and continue to strengthen placement organization selection process
- Work with Program Managers to support new and existing placement organizations develop fellow position descriptions, coordinate contracts, and make logistical preparations for hosting fellows
- Collaborate with other GHC staff to develop strategic partners in curriculum design, advising, advocacy and general programming
- Cultivate relationships with placement organization supervisors / staff contacts regularly during fellowship year

(5) Alumni Programming:

- Coordinating with GHC staff as well as country Alumni Committees, facilitate and encourage the continued involvement of GHC fellows from prior years
- Support professional development and networking events for alumni in the region and offer professional and personal support as needed
- Working with the VP of Programs and the rest of the Program Team, continue to develop programming for alumni

(6) Operational Oversight:

- Work with the Program Team and the Vice President of Operations to oversee fellow and partner logistics such as housing, safety and security, health insurance, visas, and fellow and partner taxation, as well as organizational operations including finances and staff safety and security.

(7) Fellow Recruitment and Selection:

- Ensure that fellow recruitment efforts are conducted in each country, including media and social media communications, and fellow and alumni-led recruitment events.
- Support the Program Managers in organizing fellow selection activities in their countries, including application reading, in-person interviews and partners' selection of fellows

Qualifications

Capabilities and Personal Traits:

- Fluent in English; familiarity with French a plus
- Exceptional drive and passion for our work; mission-driven with a positive attitude
- Ability to cultivate program staff and maximize strengths to meet work objectives
- Excellent written and verbal communication skills
- Compassionate listener; genuine interest in the personal narratives and development of young leaders
- High emotional intelligence and interpersonal skills; excellent decision-making and judgment
- Keen analytic problem solving and critical thinking abilities
- Orientation towards timely execution with excellent follow-through skills
- Careful attention to detail, with an innovative eye for improving systems
- Skilled in using the Microsoft Office suite, especially Excel
- Entrepreneurial, adaptable, and action-oriented
- Knowledgeable and passionate about global health and international development
- Desire to travel
- Comfortable working independently and managing team members remotely

Experience:

- 7-10 years minimum work experience, with at least 3-5 years working in sub-Saharan Africa
- Track record of effectively leading and growing a performance- and outcomes-based team; particularly in a cross-cultural working environment
- Demonstrated ability to manage and develop effective teams, set and achieve strategic objectives, and manage a budget
- Demonstrated ability to manage systems and processes with strong project management skills
- Experience in leading trainings or workshops and/or curriculum development preferred
- Comfortable working under frequent, tight timelines and delivering high-quality work products on time
- Commitment to health and social justice issues and understanding of global health and development issues
- Counseling, guidance, mentoring, or leadership development experience preferred

How to Apply

To apply, please submit a resume and responses to the two questions below to apply@ghcorps.org. Please limit your response to each question to 300 words. No cover letter necessary. Please indicate Africa Regional Director in your email subject. All applicants must be eligible or have legal documentation to work in Burundi, Rwanda, Uganda, Zambia or Malawi.

Q1 – What draws you to the Africa Regional Director role and why do you think you would thrive in this role?

Q2 – Tell us about a time when you owned a project from start to finish. What were the outcomes of this project? How did you communicate with the people who worked with you to reach those outcomes?