



# RAISING THE VILLAGE

OUR WORK BEGINS  
WHERE THE ROAD ENDS



## Focus

International  
Development,  
ultra-poverty alleviation  
in Sub-Saharan Africa



## Position

Full-time



## Location

Flexible  
within Canada (EST),  
United States (EST),  
or East Africa (EAT)



## Travel

Up to 50%

Join us as

## Director, Programs and Innovation

### About Us

We are Raising The Village, a non-profit international development organization on a mission to end ultra-poverty in Sub-Saharan Africa. What started as a small start-up in 2012 is now a fast-growing organization with 100+ staff in Uganda and 7 in North America, working together to lift communities out of ultra-poverty in last-mile villages in Uganda. We have supported 500,000+ people through our innovative holistic approach.

### Working With Us

We are fast-paced, innovative, and passionate and we are looking for people with the same values to join our Leadership team.

This will be a full-time, permanent position, with opportunities to work in-person or remotely. If you are based in Canada/USA (EST) or East Africa (EAT), and this opportunity is for you, we would love to have you on board.

As we operate across borders, there will be some need for flexibility in your schedule. In addition to a starting salary commensurate with your experience, you'll receive a compensation package that includes benefits and vacation. Flexible scheduling, democratic decision-making, and collaborative work are just a few of the ways we help people be their best. Care is what unites us: care for our work, our team, and the communities we serve.



## **Strategic Leadership: Program Planning, Implementation, Monitoring & Innovations**

- Provide integrated strategic and technical leadership in program design, development, planning, budgeting, implementation and monitoring.
- Lead, develop and implement RTV's growth and scaling strategy including Replication, Program Innovations, and Strategic Initiatives for the Implementation, Planning, Evaluation and Learning portfolios.
- Support overall country strategy and expansion plans.
- Lead and oversee the programs budgeting process and provide ongoing oversight of program budgets
- Facilitate and ensure cross-team collaboration of the program teams, including ensuring strategic alignment, optimized strategies across all regions and effective resource planning
- Work with the Senior Leadership Team to help create organization-wide programmatic strategies around growth, scale, sustainability, impact and long-term areas of focus.
- Ensure that program activities operate within RTV's policies and procedures and comply with all relevant legislation and professional standards.
- Identify and evaluate risks associated with program activities and take action to control them.
- Manage overall program quality and learning.

## **Stakeholder Relations**

- Ensure donor compliance in program implementation.
- Provide programmatic reports for management and donors.
- Oversee our government relations strategy with strong KPI's monitored and reported on as an integral part of our Scaling strategy.

## **Learning & Growth**

- Implement an integrated learning and growth strategy in coordination with HR including gap analysis to identify district, regional and country needs for tool-based technical and behavioral skills learning for staff and external stakeholders.
- Take leadership in developing and implementing frameworks, curriculum, tools, and processes for program learning and development initiatives for staff and government partners to support our replication strategy.
- Develop and implement improved processes and tools for project management and program reporting to support our National and International teams.
- Facilitate RTV's adoption and use of technology and advanced analytics in programs through the integration of real-time data-driven decision-making.

## **Project Management**

- Provide effective leadership and ongoing coaching to Program Managers, Head of Programs, PEAL Manager, and District Heads, establishing an internal pipeline of resources to scale RTV's programs.
- Lead integrated resource and operational planning for program planning and delivery.
- Manage the program team to deliver on the program strategy, providing leadership and guidance and ensuring that the management of the team is in line with RTV's HR policies and procedures.
- Champion gender equity and 'great place to work' programs
- Carry out other reasonable duties, as directed/delegated by the CEO or designate, in alignment with the organization's mandate.



# Qualifications

- Minimum of 12 years of practical and progressive management within non-governmental or international development organizations, with experience in scaling organizations an asset
- Minimum of a BA, MA preferred in a development, business management, or related field.
- Formal training or equivalent experience in financial management and project management.



## Your Expertise

- Proven leadership skills, analytical and strategic management skills
- Strong understanding of ultra-poverty in last-mile villages with a passion for community service. Prior experience of working with vulnerable communities will be an asset.
- Demonstrated success in leading program design, planning, and implementation with technical knowledge in agriculture, water, health, and community development.
- Capacity building skill-set including training, mentorship and skills development
- Demonstrated knowledge in risk and financial management
- Excellent communication skills (written and oral) in English with sensitivity to and responsiveness to all partners/stakeholders including staff. Proficiency in and local language of the communities where RTV operates will be considered an asset.
- In-depth understanding of logical frameworks and theory of change for complex, multi-year projects and of leading teams in formulating strategic and action plans.
- Proficient experience in program evaluation at both outcome and impact levels with a strong understanding in the use of data analytics for decision-making.
- Highly proficient in the use of technology and day-to-day use applications. Strong knowledge of database programs, business intelligence tools, and statistical software packages will be an asset.
- Demonstrated stakeholder management experience
- Willingness and ability to travel to hard-to-reach areas under difficult conditions.

## To Apply

If you think you are the right person for this role, send us your resume and cover letter at:  
[careersTO@raisingthevillage.org](mailto:careersTO@raisingthevillage.org)

*Raising The Village is an equal opportunity employer committed to diversity and inclusion.*

*For any accommodations through the process, please contact us via the above-mentioned email address*