



Executive Director
Full Time
Denver, Colorado

ABOUT AFRICAID

AfricAid mentors secondary school girls in Tanzania to complete their education, develop into confident leaders, and transform their own lives and their communities. We equip girls to overcome challenges and reach their full potential because educated girls create lasting positive change. The outcome is proactive, resilient, and socially-responsible girls who secure better jobs, raise healthier families, and increase the standing of women in society. Please visit www.africaid.org to learn more.

ABOUT THIS ROLE

AfricAid seeks an inspiring Executive Director to lead the organization into its next phase of growth and impact. For 10 years, AfricAid has been a leading voice in grassroots girls' empowerment in Tanzania. We mentored 22 girls in 2010; in 2020, we will mentor over 6,000 adolescent girls in two programs in the Arusha and Kilimanjaro Regions of Northern Tanzania. More than just numbers though, we have proof that the **soft skills we develop through mentoring lead to hard results**: Participants are 43% more likely to graduate from secondary school; 97% of our Alumnae from upper secondary school go on to university; and 78% of graduates have taken on a school or community leadership role. With a budget of nearly \$1,000,000, supported by a committed group of individual and institutional donors, we are seeking an **experienced fundraiser** to help us double our budget and exponentially expand our impact.

With the support of a skilled and energetic monitoring, evaluation, and learning (MEL) team based in East Africa, the ideal candidate will stand on a firm foundation of evidence to **build a movement around girls' mentoring**. More than any intervention other than school itself, adolescent girls most benefit from genuine, structured relationships with caring adult women mentors. With years of evidence to prove this model, AfricAid seeks an Executive Director who is focused, strategic, inspirational, and excited to serve as the face of our organization and tell our story in the often noisy world of international development. We seek to make mentoring a standard feature of girls' empowerment and education programs globally.

The Executive Director will ultimately be responsible for all fundraising for the organization. The ideal candidate will take a data-driven approach to fundraising, thinking strategically and measuring the return on investment of all development activities.

Reporting directly to the Board of Directors, the Executive Director will work closely with the staff team in Denver and the program leadership team in Tanzania. We need a capable leader who can align the board, staff, donors, volunteers, and stakeholders around AfricAid's mission, vision, beliefs, and impact.

This is a full-time role with a preference for the position to be based in Denver, Colorado.

DUTIES & RESPONSIBILITIES

- Build a movement around girls' mentoring as an evidence-based way to improve academic and economic outcomes as well as holistic wellbeing for adolescent girls globally
- Represent AfricAid as the spokesperson of the organization locally, nationally, and internationally; act as the public face of AfricAid for donors, through traditional media, on social media, and with the general public
- Attend relevant conferences to strategically building relationships with partners and funders who support AfricAid's mission
- Own responsibility for all development and fundraising activity
- Measure the results of AfricAid's development strategy and continually make adjustments to improve return on investment
- Develop and build relationships with institutional donors through consistent and creative outreach, follow-up, and tracking
- Immerse yourself in the data, literature, research, and best practices related to girls' empowerment and education
- Collaborate closely with AfricAid's skilled monitoring, evaluation, and learning (MEL) team
- Support and shape the MEL strategy to improve programs and influence the global discussion
- Develop relationships with academics, researchers, and MEL professionals outside of the organization who have the ability to support, challenge, and improve our work
- Build a compelling, data-driven case for investment in girls' mentoring
- Ensure that donors clearly understand the evidence-based case for investing in girls' mentoring and receive compelling reports, data, and impact stories from AfricAid's own MEL work and the broader research literature
- Develop and engage a volunteer Board of Directors
- Lead, manage, coach, and develop AfricAid's US staff, interns, and volunteer team
- Partner and coordinate with the leadership of AfricAid's partner organization in Tanzania, as they manage in-country programs and operations
- Oversee marketing and other communications efforts to maintain a strong brand that closely aligns AfricAid's public presence with its mission, vision, beliefs, and impact



QUALIFICATIONS

- Demonstrated leadership skills and experience
- An understanding of the ecosystem of donors and thought leaders in international development
- Experience building creative, collaborative, and strategic relationships across sectors
- Proven ability to fundraise from institutional and individual donors
- Excellent communication skills, including written, public speaking, and presentation skills
- Experience effectively using data as a tool to communicate progress
- Ability to manage strategic plans and decisively execute towards desired outcomes
- Excellent organizational management with the ability to coach staff, set and achieve strategic objectives, and manage a budget
- Ability to collaborate and align strategies in the midst of ambiguity, particularly with a remote team across cultures, time zones, organizational structures, and regulatory systems
- Experience working with a Board of Directors to realize shared goals

DESIRED ATTRIBUTES

- A transformative and inspiring leader
- Entrepreneurial instincts
- Exceptional cross-cultural communication skills
- Previous experience as a high performing Development Director or in philanthropy, corporate social responsibility, or related field
- Experience in international development; bonus if experience is in girls' empowerment or East Africa
- Marketing, PR, and communications savvy highly desired

TO APPLY

To apply, please submit a resume and a one page cover letter, including salary requirements, to jobs@africaid.org.

