

# Join Our Team

## Program Associate - South Africa



Youth Impact's mission is to connect youth to proven life-saving information. Our vision is to enable over 1 million youth to thrive through delivery of multiple evidence-based programs. We are at an inflection point in our growth: we have over 240 staff, three programs in health and education, a cumulative reach of nearly 100,000 youth in 10 countries, with programs in 40% of primary schools in Botswana. Our culture is unique: we are always learning, have a dynamic, youthful team, a fierce commitment to measurement and evidence, and work hand-in-hand with the government. On a given day our leaders will sing and dance, negotiate MOUs, and spend dedicated time with the field team in schools.

### The Role and Areas of Ownership:

We seek a rock-star applicant to start up and build operations in South Africa. The ideal candidate is a self-starter, dynamic and has some technical expertise in either program design or M&E and training or a combination of all. We are engaged in a multi-phased national scale up of the Teaching At the Right Level program (TaRL) in collaboration with South Africa's National Department of Education, UNICEF, and Zenex Foundation. TaRL is a primary school education program designed to catch students that have fallen behind in basic numeracy and literacy.

The role involves working with our partners to implement TaRL, overseeing school implementation and managing a team. The ideal candidate has extensive experience managing teams, partner schools, organization of teacher and youth volunteer training, coordination with regional and national government officials, managing a successful, high-impact program to measurably improve literacy and numeracy and recruiting and building a thriving program team, including staff, youth volunteers, and a network of master trainers. They also have technical expertise in program design and monitoring & evaluation. The candidate will also enjoy problem-solving and applying creative thinking to challenges and building relationships with staff, program leaders, implementers, and government partners. We are exclusively interested in candidates located in South Africa.

### Primary Duties & Responsibilities:

- **Program strategy development:** Support senior management to deliver on program vision and strategy internally and externally by leading the development of programmatic strategy, including scale strategy, work plans, and decision-making hygiene tools
- **Team management.** Build, coach and Manage a team of 2-3 technical staff and close to 40 field team members.
- **Overseeing training, M&E and implementation.** Ensuring that the program is implemented in schools at the highest quality. The Program Coordinator will lead on overseeing training and recruitment of facilitators including; development of M&E systems and school implementation calendars, programmatic thought leadership, and reporting.
- **Manage partnerships:** Liaise with and maintain healthy working relations with local and international programmatic stakeholders including government partners, CSOs, NGOs, academics, etc.
- **Grant applications and reports:** Key contributor to grant applications, funder milestone reports and program related reporting.
- **Document and codify program and field logistics plans:** Develop and iterate logistics and plans for fieldwork and execute with field teams while documenting and codifying program related strategy, decisions, procedures, best practices and protocols for quality improvement
- **Support departments to build consensus and buy-in:** Build consensus and buy-in among departments and act as a bridge between them by supporting the departments and individuals to execute program activities with timeliness and quality, providing troubleshooting guidance when necessary..

### Required qualifications and experience

- Bachelors or Masters degree in a relevant field
- 5-10 years of experience in project management, research, M&E, partnerships, and stakeholder management (experience in the education sector is advantageous)

### Required Competencies:

- Proven ability to manage projects, teams, problem-solve, and build and maintain relationships in a diverse environment
- Ability to build systems and create structure from the ground up in addition to nurturing and innovating on existing systems
- Self-starter who is proactive, organized, and can propose effective solutions to complex problems, ideate and innovate
- Strong people and communication skills
- Adaptive, positive, resilient, and a person who can get tough things done with a positive attitude
- Willingness to learn and ability to balance having a strong set of skills and track record with an openness to feedback, learning, growth, and collaboration among colleagues
- Embodies Youth Impacts values and commitment to the youth, evidence, and scale

**Deadline:** Position will remain open until filled and applications reviewed on a rolling basis

**Contract Period:** 1 year fixed term contract with potential for extension

**Preferred Location:** Based in South Africa but working remotely (must be available to travel for work in schools in North West, KZN and Limpopo).

**Follow the link on our website for application materials:** <https://www.youth-impact.org/join-us-1>

*Benefits include generous annual leave, sick leave,(including global health insurance provisions), various stipends, professional development opportunities, the possibility to work remotely, access to our amazing global networks, and much more.*