

# Join Our Team

## Program Associate - Health



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.

### Primary Purpose:

The Program Associate will be a part of a trailblazing team of Youth Impact staff who are committed to scaling up high impact education and health programming. Our health-education program, Zones, is an intervention that informs girls of the risks of older partners, including HIV, and empowers them with healthy relationship decision-making skills. This intervention has been proven to reduce teenage pregnancy, a proxy for unprotected sex and HIV, in rigorous randomized controlled trials (RCT) by 28%. In 2014, Youth Impact conducted a RCT reaching 343 schools in a third of Botswana. The results showed reductions in teenage pregnancy by 40%.

The Program Associate will be responsible for providing strategic support to the program to ensure its ultimate success. Additionally, they will support program management including; strategy development, people management, coordination of operations, programmatic thought leadership, partnerships, budgeting and reporting.

### Primary Responsibilities:

- Support carrying out programmatic strategy: Contribute to the execution of a scale strategy, work plans and milestones.
- Partnership management. Liaise with and maintain healthy working relations with local programmatic stakeholders including government partners, CSOs, NGOs, academics, etc.
- Grant applications and reporting. Key contributor to grant applications, funder milestone reports and program related reporting.
- Document and codify program related strategy, decisions, procedures, best practices and protocols.
- Support departments and individuals to execute program activities with timeliness and quality, providing troubleshooting guidance when necessary.
- Develop and iterate on field logistics plans and execute with field teams.
- Support Program Manager to deliver on program vision and strategy internally and externally.

### Qualifications and Characteristics:

- Bachelors' or Masters' degree.
- 3-5 years' experience in project, partnerships and stakeholder and management.
- 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, 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 Impact's values and commitment to the youth, evidence and scale.

**Time Period: 3- year contract with potential for extension pending performance.**

**Location: Gaborone, Botswana (10% travel expected).**

**Deadline to fill out the application is 16 February 2024 by 00:00 CAT.**

**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.*