

SENIOR CAPACITY DEVELOPMENT MANAGER, WEST AFRICA

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Company: CARE

Location: Dakar

Category: other-general

CARE seeks a **Senior Capacity Development Manager** for the anticipated USAID-funded Regional Resilience Leader with Associates Activity for the Sahel Region. This Activity aims to expand resilience in the Sahel, improving the ability of individuals, households, and communities to mitigate, adapt to, and recover from perennial shocks and stresses. The Activity will address the unequal impact of shocks, stresses, and climate change on women and youth, and their implication on households and the local economy. The focus of the Activity will be Burkina Faso, Mauritania, Chad and possibly the Gambia.

The Senior Capacity Development Manager will provide technical direction and oversight to the capacity development component the Leader Award and Associate Awards to build the capacity of local partners and prepare them for potential transition awards from USAID. This will include working with similar capacity development managers within Associate Awards to spearhead the development of organizational capacity strategies and develop an overarching strategy for capacity-building efforts under the Leader Award and Associate Awards.

This activity is expected to be a five-year Leader with Associates Award in the \$100-300 million range with a ceiling of \$200 million.

This is a Key Personnel position, subject to USAID approval. It is also subject to project award and funding. National and international candidates are encouraged to apply. This position will be based in Dakar, Senegal.

Responsibilities:

Provide technical direction and oversight to the capacity development component of the

Leader Award and Associate Awards by building the capacity of implementing partner organizations, enhancing local leadership, systems, and accountability.

Lead the development, management, and implementation of skills training opportunities to provide capacity strengthening assistance using a partnership model.

Spearhead development of organizational capacity strategies and develop an overarching strategy for capacity building efforts that will sustainably build the capacity and strengthen nontraditional partners.

Develop strategies for local organization capacity strengthening, which will be guided by localization and inclusivity principles and practices.

Assess the supply of and demand for capacity development services in the sector, country and regions of implementation.

Design methods for facilitating access among local organizations to capacity building service providers.

Design training and other capacity building initiatives.

Contribute to and ensure the quality of written performance reports for USAID and other program deliverables.

Qualifications:

Master's degree or equivalent in development studies, international relations, social science, business administration, or related field.

Substantial experience designing and delivering institutional capacity building in low- or middle-income countries including development of training design, curricula, and related materials.

Experience working in the Sahel region.

Experience recruiting, developing, and managing staff and teams.

Successful experience in program design.

Demonstrated skills building and maintaining relationships with host governments, donors,

other donor-funded projects and stakeholders, local organizations, and partners.

Fluency in English and French required (spoken and written).

Strong oral and written communication skills; excellent demonstrated inter-cultural, interpersonal, and negotiation skills.

Demonstrated commitment to PSHEA (Prevention of Sexual Exploitation, Harassment, and Abuse).

Demonstrated commitment to principles of Diversity, Equity, Belonging and Inclusion (DEBI).

Ability to travel within West Africa as required and as security conditions allow.

#LI-HGH

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