



POSITION DESCRIPTION

Regional Director - Africa

Title:	Regional Director - Africa
Position:	Full time, Exempt
Team:	Programs
Position Reports to:	Director of Movement Partnerships

Position Summary:

The Regional Director – Africa leads Thousand Currents’ programmatic efforts in Africa, playing a crucial role as grant-maker, donor organizer and network weaver. By nurturing strong relationships based on mutual trust, respect and integrity with movement partners, the Regional Director works to advance Thousand Currents’ commitment to [deepen the core and turn up the volume](#) as well as the Africa regional strategy.

Reporting to the Director of Movement Partnerships and working closely with the Directors for Asia and the Pacific and Latin America, the Regional Director co-designs our unique model of partnership, builds alliances and shares learning about our work within philanthropy. The Regional Director supervises the African Diaspora Partnerships Manager, the Program Manager, consultants, and interns. The Regional Director also collaborates closely with colleagues in Communications, Philanthropic Partnerships, and Operations to strengthen Thousand Currents’ work in alignment with our Theory of Change. The Regional Director brings to this role a strong commitment to human rights and social justice and to ensuring that Thousand Currents’ communications with donors and other stakeholders is consistent with our [organization’s values](#), [Fundraising Vision](#) and with the [Association of Fundraising Professionals Code of Ethics](#).

Essential Functions:

1. Lead Africa Strategy Development, Partnership Development, and Grant-making: 40%

Working under the supervision of the Director of Movement Partnerships, the Regional Director leads the strategy development of the Africa regional program in alignment with Thousand Currents’ theory of change. This includes but is not limited to:

- **Develop and nurture strong partnerships with movements and movement support organizations and other allies and networks in Africa and lead all grant-making support**
 - Through regular ongoing communication and in-person program meetings in Africa, identify and nurture strong relationships with movement partners in accordance with Thousand Currents values and principles;

- Through regular dialogue with grantee partners, regional advisors and allies, develop deep contextual knowledge of regional issues around food sovereignty, economic justice and climate justice; and
- Actively participate in regional networks, coalitions and alliances that are relevant to our priority issues and the work of Thousand Currents' movement partners.
- Manage a portfolio of Africa grantee partners, reviewing application materials and reports, and recommending grants aligned with Thousand Currents' strategy and in compliance with international grant-making regulations;
- Supervise and work with the Program Manager, Africa to deepen and strengthen our work with movements and movement support groups in the region and the administration of grants (agreements, expense requests, wife transfers);
- Support implementation of grants including documentation, learning and evaluation procedures, and implement partnership exit strategies if needed;
- Research and network to develop funding resources for Thousand Currents partners, including awards nominations, and support partners when needed with accessing these resources;
- Work closely with the Buen Vivir Fund and CLIMA Directors to ensure synergy between these Funds' investments and other support for Thousand Currents partners; and
- Provide tri-annual written program development summary briefs for Thousand Currents staff and board.

2. Lead African Diaspora Philanthropic Organizing Initiatives: 20%

Design strategy for African diaspora donor organizing, philanthropic advocacy, and resource mobilization

● Africans in the Diaspora (AiD) program

- Establish AiD as a key donor organizing resource and knowledge center within the African diaspora philanthropy sector
- Supervise and work with the African Diaspora Partnerships Manager to develop the AiD community engagement strategy with an initial focus on the African diaspora in Europe, with possibility for expansion to partnerships with the African diaspora in Latin America and North America
- In collaboration with the Communications team, create an AiD communications strategy that is creative, engaging, and innovative with a focus on growing our online presence and influencing African diaspora philanthropic giving
- Contribute to Thousand Currents' fundraising and donor organizing work by designing and implementing parallel diaspora donor organizing, philanthropic advocacy and resource mobilization activities and plans

3. Contribute to Donor Organizing, Organizational Learning and Evaluation, Communications, Knowledge Sharing and Alliance-building: 20%

Integrate learning from Africa partners' work and context into programmatic, donor organizing and organizational learning and strategy development at Thousand Currents. This includes but is not limited to:

● Contribute to Funders Working Group

- Collaborate with the donor organizing team, Director of Movement Partnerships, the Executive Director to make up Thousand Currents' contribution to the Funders Working Group work on influencing funding trends within the philanthropic sector as it relates to financial flows to industrial agriculture in Africa
- Contribute to developing and refining the Thousand Currents donor organizing strategy as it relates to the work of the Funders Working Group

● Contribute analysis and experience of Africa partnerships and programs work to inform learning and evaluation activities

- Analyze and synthesize key learnings and themes that emerge from work with Thousand Currents Africa partners and programs;

- Share lessons internally to Thousand Currents staff and board and externally through contributing to briefs, evaluations, webinars, blogs and public speaking opportunities;
 - Maintain and deepen understanding of trends in philanthropic giving and social change and provide research on trends and opportunities in Thousand Currents' funding areas in response to requests; and
 - Work with communications staff to articulate Thousand Currents' partnership model and to support the narratives shift work of the organization
- **Build alliances for Thousand Currents and our partners, within relevant movements, networks and the diaspora**
 - In partnership with communications and other pertinent staff, coordinate partner engagements with Thousand Currents and ensure that partners remain at the center of Thousand Currents' resource mobilization strategy;
 - Activate Thousand Currents' networks and alliances to build linkages and promote increased engagement with, and support for, the work of our partners as well as that of Thousand Currents itself; and
 - Work with the philanthropic partnerships team to influence allied funders in overlapping sectors.

4. Contribute to overall planning, management of, and funding for, all Regional Programs (10%)

Along with other program team members and under the leadership of the Director of Movement Partnerships, the Regional Director contributes to program policy and management systems development, including but not limited to:

- Collaborate with other regional directors on program strategy development, learnings, resource mobilization and communications;
- Contribute to periodic revisions of program processes, such as partner selection criteria and indicators, funding priorities, learning and evaluation procedures, in-person program meeting protocols;
- Provide guidance to the Grants Manager on grant administration; and hire and supervise regional consultants, contractors, interns and volunteers as needed;
- Support setting funding priorities and participate in budgeting for program operations and track and manage spending within budget parameters;
- Support Thousand Currents' fundraising efforts by developing content for donor communications, and foundation proposals and reports, and nurturing relationships with donors and foundation partners;
- Undertake special projects as needed in a dynamic, cross-functional and fast-paced work environment.

5. Participate in organization-wide learning, cross-program partnership and administrative efficiency (10%)

Along with all other staff, this position contributes to Thousand Currents' culture of teamwork and continuous learning and does what it takes to ensure that Thousand Currents staff collaborate and support each other within and across programs and excel in an environment where every member takes care of their own basic administrative needs. This includes but is not limited to:

- Showing up fully for learning and planning activities, including staff meetings, retreats, trainings, planning and strategy sessions;
- Pitching in when needed for organization-wide activities, such as the Thousand Currents Academy, annual events, fundraising drives, partner visits etc.;
- Supervising and project management of relevant volunteers and interns, and ensuring that they have a positive learning experience at Thousand Currents; and
- Managing you own regular administration, including timely submission of receipts, reimbursement requests, scheduling, travel planning, filing HR paperwork etc.

Note: Thousand Currents is committed to responding flexibly to changing circumstances and priorities which means that the expectations of every position are dynamic. This description reflects the assignment of essential functions, but does not proscribe or restrict the tasks that may be assigned.

Key skills and experience:

KNOWLEDGE, SKILLS, AND ABILITIES: Commitment to [the vision](#) Thousand Currents; proven strategic planning experience; outstanding critical thinking skills and the flexibility to change course as needed; excellent analytical skills to ensure strong learning, evaluation and impact assessment; understanding of social, cultural, political, ecological and economic conditions across the region; proven cross-cultural relationship-building skills and demonstrated cultural competency and resourcefulness; strong communication skills, particularly writing, editing and synthesizing complex information; excellent organizational skills with the ability to manage multiple staff, priorities and work under deadlines; experience and desire to work cooperatively within a team environment with an emphasis on learning and continuous improvement; ability to evaluate and interpret not-for-profit financial statements; familiarity with general database systems; proficiency in MS Office; ability to travel for periods of up to a month, one to two times per year.

EDUCATION AND EXPERIENCE: At least Bachelor's, preferably Master's degree in a relevant field, or equivalent experience; experience working with or a strong understanding of movements and movement support organizations in Africa and the diaspora; demonstrated organizational development experience; proven experience of supervising staff and volunteers.

PHYSICAL REQUIREMENTS: The physical demands of this position are light with the expectation that the staff person can exert up to 20 lbs. of force occasionally, and/or up to 10 lbs. of force frequently, and/or a negligible amount of force constantly to move objects. Light work usually requires walking or standing to a significant degree. Physical demands are in excess of those of sedentary work. The position requires frequent computer use at a workstation. As Thousand Currents staff work in a number of locations and come together for meetings on occasion, all staff must be able to travel by car and plane to meetings at locations nationally and internationally. Availability to travel and maintenance of a valid passport is required. National or international travel represents approximately 30% of the time for this position. Please note that due to the COVID-19 pandemic Thousand Currents has paused all staff travel until further notice. Thousand Currents will make reasonable accommodations in compliance with the Americans with Disabilities Act of 1990. This job description and its physical requirements will be reviewed periodically as duties and responsibilities change with business necessity. Essential and marginal job functions are subject to modification.

EQUAL EMPLOYMENT OPPORTUNITY: Thousand Currents is an equal opportunity employer. We strongly encourage and seek applications from women, people of color, and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions.

SALARY RANGE: \$75,000 USD – \$90,00 USD

HOW TO APPLY: Please submit a cover letter, maximum of one page, and a resume to jobs@thousandcurrents.org with "Regional Director, Africa Application" in the subject line by October 15, 2021. Applications will be taken on a rolling basis until the position is filled. Due to the volume of applications, we will only contact applicants that have been moved to interview rounds.