



Job Description

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Job Title Programme Director, Insights	Job Location Dar es Salaam	Category -
Job Type Full Time	Job level Director / CXO	Industry Business Services / Consultancy
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Business Services / Consultancy: 12 Years
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

The Programme Director, Insights will be responsible for leading our programme of work in Tanzania, enhancing capacity to deliver on our breadth of work. They will need to further cement the company's position as a trusted partner and build up the team to deliver on a wide-ranging programme of work. This role will need excellent strategic and critical thinking skills, with the ability to quickly identify opportunities and risks from different courses of action. Importantly, this role will require excellent mentoring and coaching skills, both for internal staff and external partners.

Responsibilities

- **Manage relationships.** Establish critical senior-level relationships, governance systems, ongoing communication and ways of working with partners to ensure comfort in programme of work and delivery.
- **Influence and guide partners.** Be seen as a credible and trusted partner to enable effective co-creation and delivery of the different elements of our programme.
- **Policy making.** Build a highly nuanced picture of the context, political economy and the different stakeholders and personalities who influence decision-making across government, to maximise the effectiveness of the work.
- **Build capacity externally.** Build the capacity of partners to implement targeted and coordinated sector transformation efforts, building on learning from the company's approach and examples of sustained economic growth and effective industrial policy from elsewhere.
- **Sector and project strategies.** Work alongside the government to co-create the design and implementation of sector transformation strategies or key cross-cutting project principles and plans, leveraging external technical industrial policy expertise where needed to support this work.
- **Private-sector engagement.** Develop processes for pragmatic, timely and adaptive engagement of the private sector – consulting on prioritisation, on problem solving and on outcome evaluation to enhance support for business-led growth.
- **Analysis and evidence.** Ensure that the company's work shared externally is based on strong foundations of analysis and evidence.
- **Tanzania programme strategy.** Lead the company's engagement strategy in Tanzania, identifying aligned opportunities and developing an offer for the company's work with different partners to deliver against these long-term goals.
- **Programme delivery.** Responsible for all aspects of delivery against the outcomes and impact goals of the programme, including staffing, budgets and timeframes to ensure we have the capacity to deliver.
- **Manage project teams.** Establish and lead teams, bringing in external consultants where needed, to deliver our work effectively.
- **Coaching and mentoring.** Provide coaching and mentoring support to our Tanzanian team, helping them in understanding different sectors, in evaluating potential interventions to support business, etc.

- **Finance and operations.** Oversee the financial and logistical operations of the programme, in line with the company's policies and procedures, working closely with the operations and finance team to ensure value for money and proper use of all funds.
- **External representation.** Represent the company externally at local, regional and international conferences, seminars and events.
- **Internal planning & reporting.** Contribute to Insights team's internal strategy, reporting and monitoring, evaluation, learning and reflection.
- **Leadership.** Contribute effectively to the company's Leadership Group and Directors Forum to help ensure efficient running of the organisation and the development of a learning culture.

Education & Qualifications

- Relevant higher education qualification at bachelor's degree level or above.

Requirements

- At least 12 years' relevant experience with substantial project management expertise and in-depth experience in East Africa.

Characteristics

- Excellent strategic and critical thinking skills, with the ability to quickly identify opportunities and risks from different courses of action.
- Strong leadership and personnel management skills, including a deep commitment to staff development and coaching, and the ability to supervise, plan and prioritise.
- Excellent core project management with the ability to develop and articulate a clear & compelling vision for the programme, translating this ambition into phased strategies.
- High-level communications and influencing skills to work closely with senior leaders, build trusted relationships and be seen as a credible, authoritative resource.
- Initiative and the ability to work independently, taking personal responsibility for results with commitment to high standards of professional performance and integrity.
- A private sector outlook on development, and an entrepreneurial attitude to develop creative ways to engage potential partners.

Reporting To

Insights Director & Country Director

Driving Licence

Not Required

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