



# Deputy Country Director Kampala, Uganda

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## OVERVIEW

Building Tomorrow, an international social-profit organization galvanizing communities to support thriving schools in underserved areas in East Africa is seeking an exceptional, values-aligned Deputy Country Director of Programs (DCD). As DCD, you will supervise three program staff, and oversee and coordinate all programs, training, and learning. By 2023, you will lead your team in enrolling 100,000 out-of-school children, building an Inclusive Education strategy at more than 2,000 schools, and supporting the work of more than 300 Building Tomorrow Fellows, serving in districts across Uganda. You will manage the strategic planning, training design, and data-for-learning for the organization, and serve as a member of the senior leadership team. The DCD reports to the Country Director.

## THE ORGANIZATION

Started in 2006, Building Tomorrow (BT) improves access to child-friendly, community-supported schools by providing an inclusive, transformative education for underserved children. Through our Thriving Schools program, we deploy Building Tomorrow Fellows who recruit and train Community Education Volunteers, together bringing out-of-school children into the classroom while working with school leadership to ensure access to an inclusive, transformative school environment. We also work hand-in-hand with local communities, the Ministry of Finance and the Ministry of Education to construct new primary schools where no formal primary school exists. With a full-time staff of 105, Building Tomorrow reaches over 101,000 students each day. Building Tomorrow has received funding and recognition for its innovative work from the Clinton Global Initiative, Educate a Child, Echoing Green, the Segal Family Foundation, and Forbes Magazine. More information can be found online at: [www.buildingtomorrow.org](http://www.buildingtomorrow.org).

## KEY RESPONSIBILITIES OF THIS POSITION INCLUDE

- Oversee and coordinate all BT programs, including developing a clear and collaborative program strategy.
- Supervise and mentor Program Managers (including M&E Specialist), cultivating a learning mentality, and actively ensuring a transparent, and growth-oriented culture.
- Ensure appropriate and timely collection of accurate and useable data, lead the delivery of useful and compelling reports for a variety of stakeholders, and lead team-wide, continuous analysis and learning.
- Diplomatically and effectively represent BT with partners, government, and beneficiaries, serving as Acting Country Director as needed.
- Lead the design, implementation, and evaluation of all BT training, including the 24-month Fellows training continuum, Roots to Rise implementor trainings, and Inclusive Education communities of practice.
- Travel frequently by bus and boda to rural schools and venues outside Kampala (Kampala is the work station).

## MUST HAVES

- Significant professional experience in management, program design, adult training, education programs, M&E and program evaluation, strategic planning, and organizational leadership and representation.

- A Bachelor's degree from an accredited institution, plus eight years of progressively increasing work experience, or a Master's degree in a related field from an accredited institution and more than five years of progressively increasing work experience.
- Significant experience in effectively building and managing to a complex (program) budget.
- Exceptional interpersonal skills and the ability to work independently while also actively part of a larger team.
- First-rate English communication skills, both oral and written, with a keen attention to detail, plus native fluency in at least one Ugandan language.
- Willingness to travel significantly in Uganda, and internationally.

### **WE WANT YOU TO APPLY IF...**

- You have an **unshakeable passion** for education equality, believing access to an inclusive, transformative education is a basic human right.
- You possess **creative ingenuity**, being progressive in your thinking and approaching challenges old and new. You are intrapreneurial and unafraid to pilot new ideas.
- You are **relentlessly determined**. You refuse to accept the status quo and persistently strive to create new opportunities to reach more children, allowing them to reach their maximum potential.
- You believe in **collaborative engagement**. You believe more can be achieved together than alone, believe in the power of cultivating relationships and see everyone as an equal partner.

### **COMPENSATION**

Compensation package includes benefits, and will be commensurate with experience. This position is based in Kampala, Uganda.

### **TO APPLY**

Send resumes and cover letter including compensation requirements to: [careers@buildingtomorrow.org](mailto:careers@buildingtomorrow.org) and [joseph@buildingtomorrow.org](mailto:joseph@buildingtomorrow.org) by August 23, 2019.

If someone referred you to apply for this position, please provide his or her name in your cover letter.

*Building Tomorrow is an Equal Employment Opportunity employer.*