Country Manager / Country Director
Ghana

September 2020

iDE's first social enterprise, Somalia, 1982
Introduction

At iDE, we are passionate about real change that gives people the power to prosper on their own terms. Working with our social enterprises, small businesses, and farmers, we create opportunity through human centered designed projects that keep the needs of our clients at the core.

We are proud of our successes to date. iDE has increased the incomes and improved the livelihoods of more than 35 million people by developing inclusive market ecosystems that allow more people to participate in the economy, exercise choice through economic freedom, and achieve their aspirations.

Our teams are inspired and propelled by our shared goal of reaching 20 million more people in a fraction of the time it took us to reach the first 20 million.

We believe our staff are our most important resource. By attracting and retaining passionate troubleshooters who seek more than the status quo, we are able to drive real change.

We are looking for a leader who shares this passion and commitment. Our selected Country Manager/ Country Director must understand how value chains and supply chains operate and must have a good understanding of rural marketing and how to sell to the ‘base of the pyramid’ to create social and economic impact. Above all, our new Country Manager/ Country Director must know how to lead, motivate, and inspire a team.
About us

iDE is a global development organization with a mission to create income and livelihood opportunities for poor rural households.

iDE was founded in 1982 and has played a pivotal role in developing social enterprises and market-based approaches.

iDE invests in entrepreneurs, creates social enterprises, and provides solutions to solve some of the world’s toughest problems, primarily in agriculture and WASH. Our headquarters is based in Colorado, USA and there are currently offices in 10 countries in Africa, Asia, and Central America.
Our Values

We believe in the right of poor women and men to a secure livelihood

We believe that markets can be a powerful force for enabling prosperity

We regard the rural poor as our clients. They are customers, producers, and entrepreneurs

We value innovation and entrepreneurship

We are results oriented, aiming for significant impacts for large numbers of people
Highlights from iDE’s Global Impact*

5,271,319 Small Scale Farmers
Irrigation, seeds, fertilizer, and agricultural know-how improves income, nutrition, and food security

620,414 Ceramic Water Filters
Better health, improved nutrition, fewer child deaths, lower expenses, less manual work for women, and less use of carbon-emitting fuel for boiling water

1,094,137 Latrines
Better health, improved nutrition and fewer child deaths, convenience, privacy, safety, and dignity

*All data is in number of Households impacted through access to, or purchase of, goods and services
We are offering a leadership position in one of the world’s most entrepreneurial organizations, using business to solve poverty with profit.

This position will be based either in Accra or Tamale with an expectation of up to 50% travel within Ghana. Some international travel will also be expected. The Country Manager/ Country Director reports into the Global Operations Department and receives support from iDE headquarters staff based in Denver, Colorado and from our senior leaders and technical staff throughout Africa, Asia, and Central America.

The Country Manager/ Country Director also works closely with the iDE offices in Canada and the UK, when funding is generated from those offices.

The Country Manager/ Country Director has responsibility for ensuring iDE’s mission, staff, finances, assets, and legal standing are strong in Ghana.
We are looking for someone who shares iDE values, passion, and commitment. Our selected Country Manager/ Country Director must have well developed analytical and financial skills; understand how value chains and supply chains operate; and must have a good understanding of rural marketing and how to sell to the ‘base of the pyramid’ to create social and economic impact. Above all, our new Country Manager/ Country Director must know how to lead, motivate and inspire a team.

Position Summary

With support from HQ, the Ghana Country Manager/ Country Director is responsible for program activities in country, including:

- Achievement of annual revenue, business development, and impact goals.
- Financial management and accountability
- Impact measurement
- Project accountability to individual donors
- Technical leadership
- Public identity in Ghana
- Overall resource generation (fund mobilization) for iDE Ghana programs
- Country program planning, implementation, and performance review
**Duties and Responsibilities**

**You are passionate** - You are driven on a relentless pursuit of honest solutions that create prosperity and equality for all.

**You are strategic** – You link our activities in Ghana to iDE’s overall strategy and performance by developing adaptive, human centered approaches to building scalable market ecosystems.

**You are a liaison and connector** – You have the opportunity to positively impact the local community and represent iDE as a collaborative liaison with a wide variety of key stakeholders.

**You drive team performance** – You operate in a manner consistent with iDE organizational policies and procedures. You develop and manage Human Resource functions for your team.

**You are accountable** – You deliver consistent results and ensure compliance with daily program management and fiduciary oversight requirements.

**You grow the market** – You raise funds for the implementation of iDE Ghana programs and their expansion by coordinating with international donors and other funding sources.

**You deliver impact** – You use data to inform your decision-making and to deliver impact at scale.

**You inspire** – You lead our staff and partners with a focus on impact with the rural poor and a commitment to achieving our mission.
Competitive Candidate Requirements

- Degree in Agriculture, Business Management, Marketing, Development or related field or equivalent experience; advanced degree preferred
- 3 years relevant managerial experience required; 8 years or more preferred
- Ability to think innovatively and to see where opportunities exist for iDE to use technology (GIS, ICT, etc.) for planning and implementing operations
- Technical knowledge of WASH, market systems programming, agriculture, or nutrition
- Strong interpersonal skills and the ability to communicate effectively with a wide range of constituencies and lead a strong team in a diverse community
- Excellent written and oral communication skills
- Ability to work collaboratively and to foster a cooperative environment with peers in other iDE offices
- Proven track record of successful business development experience (grants and/or contracts); additional experience in fundraising preferred
- Proven know-how in monitoring and evaluation and adaptive management
- Proven track record of working in multi-cultural environment
- Proven ability to manage and effectively use financial management information systems
- Experience in supporting social enterprise development and management a plus
- Strong management and problem-solving skills; effective use of independent judgment
- Proficiency in MS Office suite; experience with G Suite preferred
How to Apply

To apply please forward a comprehensive resume together with a supporting statement/cover letter (maximum two pages). Tell us what excites you about this opportunity.

Please submit applications through this link.

SCHEDULE
Submit applications as soon as possible, external application process is scheduled to close September 25, 2020. Interviews expected to start immediately.

RECRUITMENT PROCESS
If you have any questions on any aspect of the selection process, please contact rreynolds@ideglobal.org

START DATE
Ideally, our new Ghana Country Manager/Country Director will be in place by November 1, 2020.
iDE
Join us in the relentless pursuit of real solutions that increase prosperity and equality for all people