Young 1ove’s mission is to connect youth to proven life-saving information. Our vision is to reach 1 million youth in East and Southern Africa with multiple evidence-based programs. We are at an inflection point in our growth: we have over 100 staff, two programs in health and education, a cumulative reach of 70,000 youth, and an annual budget of just over $1 million. Our culture is unique: we are always learning, have a dynamic, youthful team, a fierce commitment to measurement and evidence, and work hand-in-hand with government. In a given day our leaders will sing and dance, negotiate MOUs, and spend dedicated time with the field team in schools.

**The Role and Areas of Ownership:**

The Head of Innovation and Development will lead strategic resource mobilization, new high-stakes global partnerships, new country expansion strategy as well as identification, incubation, pressure testing, and adapting of new programs. You will liaise with program coordinators to design program strategy and mobilize resources to enable that strategy to come to life. Moreover, you will connect day-to-day activities with global learning agendas, for example, informing A/B tests we run with evidence from other contexts, and ensuring the output of our testing contributes to regional and global questions of interest and lead cost-effectiveness analysis. We are looking for a leader who can build a strong team in a fast-growing organization, cares about impact, cost-effectiveness, collaboration with government, and can build and nurture systems for scale. We will grow 10x in the next five years, with partnerships with the Government of Botswana, UNICEF, The Brooking Institute, Pratham, and J-PAL. We are looking for a candidate who can connect strategic vision with high-quality execution.

**Primary Responsibilities:**

- Lead organization-wide resource mobilization efforts including grant-writing, strategic budgeting, relationship-building and building systems (including databases, standard processes, follow-up mechanisms, automated and streamlined reporting and more).
- Lead cost-effectiveness analysis to guide internal strategic decision-making as well as external engagement.
- Connect day-to-day learning with global learning agendas for our existing flagship programs: Teaching at the Right Level and Zones. Both programs are based in evidence from multiple randomized controlled trials. We are currently pressure testing models for scale in collaboration with government, and running monthly A/B tests to optimize the programs as we scale. Co-write white papers, memos and articles summarizing results and takeaways for a global audience.
- Design and oversee engagement strategy for supporting multi-country program engagement, including our role as an Innovation Hub for Teaching at the Right Level and pilots in new countries for Zones, as well as requests from governments in the region for support.
- Identify promising new programs backed by evidence and which fit our mission and core competencies and lead process of incubating, adapting, testing, and transitioning promising programs to scale.
- Support program coordinators to design program strategy for high-quality implementation at scale, including building strong teams, codified program packages, designing relevant business model and intellectual property strategies, monitoring and evaluation frameworks, and lead resource mobilization efforts to enable program strategy to translate into program execution.
- Management: Build a team; create multi-year and quarterly workplans and budgets; design and analyze metrics for quarterly performance of programs to ensure cost-effective impact; design and implement management frameworks and best practices, provide support and coaching to your team; maximize productivity through efficiency-enhancing initiatives, tools, and workspace.
- Senior leadership: Collaborate with the founders and board in developing overall strategic goals and long-term operational plans; work with senior management to lead the team with integrity and establish and maintain a trusting, inclusive, and productive culture.

**Qualifications and Characteristics:**

- Strong program management, personnel management, and organization building skills
- Strong people and strategic communication skills, professionalism and relationship-building in a diverse environment
- Driving conversations, framing problems, designing solutions and ownership over achieving of positive outcomes
- Familiarity and passion for rigorous evidence, cost-effectiveness principles, and government partnership
- Ability to build systems and create structure from the ground up in addition to nurturing and innovating on existing systems
- Ability to synthesize complex information into strategic action
- Self-starter who is proactive, organized and can propose effective solutions to complex problems, ideate and innovate
- Strong technical skills, including quantitative data analysis and writing
- Adaptive, positive, resilient and a person who can get tough things done with a positive attitude
- Passion and commitment to the mission

**Contract Details**

**Time Period:** 3-5-year contract with potential for extension pending performance

**Supervisor:** Executive Director

**Location:** Flexible, preference for Botswana or regional hub in Africa (10-20% travel expected)