Vacancy Announcement
Director of Policy

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<td>Position Title</td>
<td>Director of Policy</td>
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<td>Reporting To</td>
<td>Chief Development and Strategy Officer</td>
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<td>Working Closely With</td>
<td>All levels of the organization</td>
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<tr>
<td>Duty Station</td>
<td>Washington, DC</td>
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<td>Starting Date</td>
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**ORGANIZATIONAL CONTEXT**

Adeso is a vibrant African based international development and humanitarian organization. At Adeso, we work with African communities who are yet to realize their full potential; working inside these communities to create environments in which Africans can thrive. Our belief that economic, social and environmental security is the bedrock of a healthy community drives the nature and intent of our programming. We work to prevent and overcome situations that adversely affect community well-being by: reinvigorating the economy, developing skills for life and work, providing humanitarian aid, and influencing policy.

For the past 30 years we have strengthened rural livelihoods through environmental awareness, training, technology transfer and innovative humanitarian projects in pursuit of a peaceful, self-reliant, and greener future. Currently, Adeso has programs in Somalia. Adeso is also a leader in systemic changes for decolonizing the humanitarian and development aid system. Adeso currently leads coalitions to re-imagine aid and how they can contribute to shifting power towards Global South communities that aid claims to support and is working to expand these efforts in a more formal influencing capacity. Adeso is an exciting and dynamic organization experiencing managed rapid growth. It offers sound employment conditions with opportunities for personal growth and development.

**POSITION ROLES & RESPONSIBILITIES**

The Director of Policy will report to the Chief Development and Strategy Officer. The position will be responsible for policy development, advocacy, and strategic relationship management in line with Adeso’s leadership in global systemic change to decolonize the aid sector. Based in Washington, DC, the person in this role should have deep knowledge of and proven experience of working with international non-governmental organizations, the US government, and knowledge of UN and other multilaterals would be an asset. Strong advocacy acumen, inclusive leadership style, outstanding relationship-building skills, and strong existing network are necessary to succeed in this position. Furthermore, the person in
this role is expected to be knowledgeable of, and wholeheartedly dedicated to, the aims of decolonization and rethinking the global aid system.

The position includes the following responsibilities:

**Policy & Advocacy**

- Provide economic and political analysis as needed to ensure Adeso’s strategic position and growing role as a key player in the global aid and funding spaces.
- Lead thoughtful responses to key policy changes, like USAID’s pledge to grant 25% of funds directly to local organizations, that advance Adeso’s goals for decolonization and its role as an influencer towards bi-lateral donors.
- Lead and expand Adeso’s influencing within the US Government towards improving legislative barriers to decolonizing aid.
- Manage Adeso’s representation at global coordination bodies, including Grand Bargain.
- Analyze and report on relevant global policy trends, humanitarian dimensions and key developments within multilateral agencies (UN, World Bank, etc); identify opportunities and develop clear recommendations for policymakers.
- Manage Adeso’s representation externally at policy and advocacy related events and meetings, as well as with outside parties interested in the overarching policy issues regarding the work of both the humanitarian and development community.
- Write/create and publish key advocacy materials in support of Adeso’s strategic goals on various platforms, including media outlets like the New York Times.
- Oversee the planning and implementation of influencing events and recruit key members of the aid sector, donor organizations, and media to participate and attend.
- Establish and cultivate key relationships with policymakers to advocate for decolonized funding practices and the depoliticization of global aid.
- Coordinate and partner with organizations like NEAR, Interaction and Oxfam to establish a joint advocacy and influencing strategy.

**INGO Influencing**

- Lead the next phases of Adeso’s *Pledge for Change* Coalition of INGOs, by creating advocacy materials and organizing key opportunities to publicize and advocate for the coalition’s goals.
- Manage key relationships with the original *Pledge for Change* members and support their continued leadership for decolonizing aid.
- Liaise with policy, advocacy and communications colleagues from each participating INGO to ensure a cohesive strategy.
- Establish and foster key relationships with other INGOs to influence their joining the *Pledge for Change* and furthering Adeso’s decolonization goals.
Strategic Relationship Management

- Lead the process of identifying, cultivating, and managing on-going partnerships with individuals, organizations, government agencies, and bi-lateral and multi-lateral donors across the humanitarian and development sector.
- Support the Chief Development and Strategy Officer (CDSO) to lead Adeso’s influencing and policy change work to decolonize aid.
- Support the CDSO in fundraising for Adeso’s work, including writing concept notes and proposal that are in support of the influencing strategy.
- Create communications piece and work alongside the Public Relations team on writing opinion pieces, speeches, articles and case studies.

ESSENTIAL SKILLS AND QUALIFICATIONS

- As a prerequisite, the successful candidate must believe in the core values of Adeso and be driven by the mission. The candidate should demonstrate a passion for breaking new ground to lead change.
- Bachelor’s degree in Political Science or related field required. Graduate degree highly desired.
- Exceptional writing skills, including proven experience producing influential advocacy materials
- Proven track record of leading successful advocacy campaigns
- Demonstrated network within and understanding of the US Government and key agencies like USAID
- Ability to think strategically, anticipate future consequences and trends
- Evidence of good decision making, setting priorities, critical thinking skills, high level of business acumen and the ability to balance the delivery of programs against the reality of the budget
- Exceptional capacity for working well within teams and building strong relationships with all levels of employees
- High degree of self-confidence and ability to communicate well with both internal and external partners.
- Personal qualities of integrity, credibility, and commitment to the vision and mission of Adeso.
- Demonstrated resourcefulness in setting priorities and guiding investment in people and systems.
- Knowledge of field operations in an NGO environment.
APPLICATION PROCESS

This is a challenging opportunity for a dedicated and highly motivated professional. If you would like to join this dynamic team, please submit your application to jobs@adesoafrica.org, quoting the position in the email subject matter, by 28th February 2022.

Each application should be addressed to the HR department and include the following:

• An updated CV; and
• An application letter which should include remuneration requirements and contact information for three work-related referees.