



Title: Regional Director
Location: Southern Africa
Reports to: Head of Strategy and Operations (Chief Strategy Officer/CSO)

Overall Description: The Regional Director of Grassroot Soccer (GRS) is a new position overseeing Grassroot Soccer's four southern Africa-based Impact Teams (Impact Teams are in-country teams: Zimbabwe, Zambia, South Africa, and Global Partnerships, charged with delivering programs and impact via GRS sites or partners). The Regional Director will work collaboratively with GRS senior leadership in leading and directing the organization globally to achieve its mission and the GRS 5 Year Strategic Plan.

Grassroot Soccer is a rapidly growing adolescent health organization that leverages the power of soccer to educate, inspire, and mobilize at-risk youth in developing countries to overcome their greatest health challenges, live healthier, more productive lives, and be agents for change in their communities. Since 2002, GRS has reached over 2 million young people in 50 countries with life-saving HIV prevention and sexual and reproductive health information and services. Grassroot Soccer is looking to significantly scale its impact via partnerships over the next five years, and reach over 1M kids annually.

Position Summary: Grassroot Soccer is seeking an experienced, team-oriented senior manager to join the senior leadership team in overseeing GRS in-country operations. The Regional Director's primary responsibility will be to support, lead, and direct the Managing Directors of the four in-country Impact Teams (100+ employees): South Africa, Zimbabwe, Zambia, and Global Partnerships to ensure effective program delivery and impact in line with Grassroot Soccer's mission and 5 Year Strategic Plan (please see 5 Year Staffing Plan on last page of job description). The Regional Director role is one of a problem solver, facilitator, and mentor to the Managing Directors - someone who can see around corners, anticipate and remove road blocks, facilitate discussion, help build systems, and advise the Managing Directors at the country level. S/he is someone who enjoys building and growing organizations, and leads through influence, the power of ideas, collaboration, and problem solving. In addition, s/he is comfortable working within a matrixed organization, coordinating operations with all Global functions: Research & Curriculum, Business Development, Fundraising, Marketing, Partnering Strategy, and Finance and Operations. Note, while this person will help support GRS business development globally and in-country, this position is not primarily an externally-facing business development or strategic planning role but rather more of an internal support and management role to the more externally facing Managing Directors at country-level.

Responsibilities:

Program Delivery and Impact (70%)

- Directly supervise, support, and provide management oversight for the GRS Zambia, South Africa, Zimbabwe and Global Partnership Impact Teams to deliver:
 - results and targets per the GRS 5 Year Strategic Plan
 - grant and project requirements in line with donor expectations, coordinating closely with the global business development team
- In coordination with global finance & operations, provide final review for budgets and annual work plans

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Organizational Development (20%)

- In the context of Grassroot Soccer's matrixed organization, optimize the impact team organizational structure and staffing to best deliver results
- Drive a performance-based culture of excellence and accountability
- Foster collaboration between impact teams and functional teams
- Manage and develop diverse cross-cultural teams and staff
- Help identify a global talent network pool as GRS grows

External Relations and Business Development (10%)

- Support the global functional teams and impact teams to:
 - identify and build partnerships
 - maintain excellent relationships with high value donors, partners, businesses, and other relevant stakeholders.
 - make "go-no-go" decisions for new opportunities
 - contribute to consortium bids as needed
- Support Managing Directors (who head the impact teams) in cultivating, sustaining and troubleshooting relationships with donors, partners, and government stakeholders.
- Support the Managing Directors in working with in-country/local board of directors
- Represent GRS in global, regional, and local events.

Qualifications:

- 10+ years managing teams ideally within multinational and/or matrixed organizations
- Experience overseeing implementation of organizational or program budgets of at least \$5M annually
- Demonstrated experience working with a range of different stakeholders (e.g. from global headquarters to boards to in-country or field teams)
- Willingness and ability to travel (approximately 30% of time)
- Preferred:
 - Management and operational experience at field and headquarters levels
 - Experience working in Sub-Saharan Africa
 - International Development experience

Ideal candidate should have exceptional skills in the following:

- Inspiring and leading teams while holding teams and individuals accountable for results
- Executive management and program management
- Managing change in a growing organization
- Building relationships with wide range of staff and partners, and operating within diverse social and cultural contexts, often virtually over multiple continents and time zones
- Thinking strategically yet knowing how and when to dive into the details
- Communicating effectively, both oral and written, with wide range of external and internal stakeholders (e.g. Ambassadors, Ministers, Civil Society leaders, board members, senior leadership, staff, young people)
- Managing budgets and ability to see and tell stories from numbers

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Successful leaders at Grassroot Soccer are bold, yet humble. They are passionate about the mission of Grassroot Soccer, and understand their role on the Grassroot Soccer team to achieve its mission.

Day to day, they are....

- **Proactive:** can anticipate both opportunities and obstacles and take action
- **Professional:** level-headed; ability to de-escalate difficult situations, behave exceptionally, and manage/minimize distractions
- **Problem Solvers:** comfortable with ambiguity, can creatively unlock bottlenecks and turn problems into opportunities

...they demonstrate lots of...

- **Common Sense:** prioritizing the right things at the right time; making good, quick, informed decisions balancing multiple issues and points of view
- **Self-awareness:** know where one's blind spots are, recognize differences, and build a team to complement one's skills and weaknesses

...and a strong bias for...

- **Follow-through and outcomes:** deliver results, not just create lots of activity
- **Treating people well:** empathetic, kind, great listener, yet can make tough decisions and hold oneself/others accountable

To Apply: Please submit a resume/CV and cover letter to globalhr@grassrootsoccer.org.

Title the email "Regional Director".

Please indicate name of referral party, if any.

Only short-listed candidates will be contacted.

Application Deadline: 31 January, 2019.