



Africa Regional Director Job Description

Position Title:	Africa Regional Director (Full-Time)
Reports to:	Director of Global Programs
Job Location:	Kampala, Uganda
Start Date:	Flexible but ideally by March 2019 Two-year minimum commitment preferred
Application Deadline:	February 18, 2019 Applications will be reviewed as they are received

About We Care Solar:

[We Care Solar](#) addresses a critical aspect of global maternal and child health care – reliable electricity for essential lighting, emergency communication, and medical services. Since our founding in 2010, we have equipped more than 3,500 health facilities in more than 30 African and Asian nations with our compact, rugged Solar Suitcases, enabling health workers to provide critical medical care. We build local capacity and cultivate sustainability through our Solar Suitcase use and installation training workshops. In addition to leading effective on-the-ground programs, our advocacy efforts have stimulated broad initiatives on sustainable energy for women’s health.

We Care Solar is demonstrating the feasibility and impact of lighting every birth at the national level by spearheading countrywide programs in priority countries. Through the *Light Every Birth* campaign, we work with government, international non-profit organizations, civil society organizations, and UN agencies to provide every woman the opportunity to give birth in a government health facility with electricity and light. This campaign was first launched in Liberia in 2017 and in Uganda in 2018. Our goal is to highlight selected countries as “Models of Excellence” for electrification of maternity care –with a long-term vision of elevating the *Light Every Birth* campaign to a continental and global scale.

Position Summary:

The We Care Solar Africa Regional Director will execute We Care Solar’s *Light Every Birth* (LEB) strategy in East and West Africa by establishing relationships with government, overseeing all Africa LEB country operations, and supporting African-based LEB staff who manage a portfolio of projects. This position reports to the Director of Global Programs based in Berkeley, CA, USA, and receives technical, programmatic, and administrative support from headquarter staff. As the most senior We Care Solar representative in Africa, the Africa Regional Director is responsible for overseeing all operations in active and planned LEB countries, including:

- Completion and sustainability of LEB implementation in active LEB countries (Liberia and Uganda)
- Development and execution of LEB implementation strategy in planned LEB countries (Sierra Leone, Tanzania, and Zimbabwe)
- Cultivation of LEB partnerships with government, UN agencies, NGOs, and donors
- Hiring, management, and mentoring of Africa based staff
- Financial management and accountability
- Support fundraising by contributing to concept papers, proposals, and reports

What We Are Looking For:

You believe that every woman has the right to deliver with skilled care in a facility with light and with basic electricity. You are inspired by our mission to improve health outcomes for childbearing mothers and their families. You have excellent organizational and problem-solving skills, exceptional interpersonal and communication skills, and the ability to use independent and effective judgment. You are a self-starter who is excited about the opportunity to grow We Care Solar operations, and develop and maintain partnerships. You are strategic, accountable, reliable, and innovative.

Major Duties and Responsibilities:

Strategic and Program Management

- Lead development and execution of LEB strategy in Africa
- Support and manage program delivery models for scaling LEB
- Communicate effectively with We Care Solar headquarters; ensure timely submission of all program reports, financial reports, planning documents, and donor reports
- Implement international programs on time and within budget, ensuring compliance with all donor and organizational requirements
- Represent We Care Solar in a variety of public conferences/meetings and work to build the reputation of the organization in the maternal/child health international development fields
- Conduct site visits to program countries on a regular basis 6-8 times a year

Partnerships

- Develop and maintain excellent working relations with relevant donors, national and regional governments, and NGO, public and private sector representatives
- Identify and cultivate new partnerships

Human Resource Management

- Lead recruitment and hiring of country staff in program countries
- Supervise and mentor staff to promote growth and continued learning
- Provide support to staff remotely and meet in-person with staff several times a year
- Conduct performance review of staff and identify ways to improve career growth
- Promote a culture of high performance and continuous improvement that values learning and a commitment to quality and execution
- Foster a positive, team-oriented, success-driven environment by facilitating teamwork and ensuring communication

Development

- Contribute to a pipeline of prospective foundations, family foundations, Donor Advised Funds, individual donors, corporations, and award prizes
- Cultivate relationships with current and prospective donors
- Assist with preparation and submission of proposals and reports to active and prospective donors

Operations, Finance, and Administration Management

- Oversee logistics and administrative components of multiple in-country programs
- Ensure that administrative and financial procedures, practices, and reporting are effective and in compliance with We Care Solar standards and general accounting and administrative guidelines
- Ensure adherence to Uganda Government regulations concerning operations of not-for-profit organizations in Uganda and for maintaining the good legal standing of We Care Solar in Uganda
- Perform additional duties and responsibilities as needed

Qualifications / Requirements:

- At least 6 years of relevant managerial experience
- Ability to think innovatively and see where opportunities exist for We Care Solar's growth. Self-starter and quick learner who can hit the ground running.
- Thrives in small/medium organization setting, and able to adapt to dynamic growth and change
- Exceptional interpersonal skills and the ability to communicate effectively with a wide range of individuals
- Proven track record of working in multi-cultural environment. Experience working in multiple countries in Africa.
- Demonstrated success in developing and operationalizing new and innovative programs
- Experience supervising and managing diverse teams working in multiple locations
- Experience being managed and managing remotely
- Strong public speaker and persuasive communicator
- Flexibility and willingness to do a wide range of tasks
- Proficiency in Microsoft Office
- Strong sense of teamwork and an ability to work collaborative with other staff members
- Willingness to communicate with international partners during early morning and/or late night hours
- Willingness to travel in Africa and internationally up to 30% of time
- Undergraduate degree in public health, public administration, renewable energy, or international development. Masters degree preferred.

How to Apply:

Please send CV, cover letter and at least two references to Christina Briegleb, Director of Global Programs at recruit@wecaresolar.org. Please note that applications will not be considered without a cover letter that explains your interest in the position, qualifications, and abilities to perform the key responsibilities.