



Appointment of  
**Director of Programs**  
November 2021



AMERICAS ASIA PACIFIC EMEA

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# Introduction

Dear Candidate,

Batonga is at an exciting moment of transition into a stronger and more impactful version of itself. We are growing and taking our programs to scale. We are also deepening our commitment, our model, and our impact. We are building our capacity on the African continent, and building a new vibrant senior management team out of Benin and Senegal.

At this important moment, we are looking for new team members to help us deliver on our ambitious goal of reaching 25,000 adolescent girls and young women by 2025. These individuals will join a small but incredibly united and committed team, and help grow it into one of the leading girl and women empowerment teams operating on the continent. Batonga is uniquely positioned to lead on the crucial issue of leaving no rural African young women out of the social and economic development promises of the #GenerationEquality agenda. With this recruiting effort, we are building the leadership team we need to deliver our promises.

The Director of Programs will bring Batonga's programmatic model to its next level, build a strong and impactful scaling strategy, and increase the capacity and impact of our grassroots partners, teams and program participants. They will also lead the advocacy and technical partnership efforts of our organization. This is a wonderful senior management position for a creative thinker who likes building initiatives and programs, who believes in feminist values and gender equality programming, and who wants to be part of growing one of Africa's most respected organization.

I hope you will consider bringing your expertise and gifts to our organization. Together, we can proudly implement the change so many adolescent girls and young women need to step into their full potential and power.



**Emily BOVE**  
Executive Director



## Who We Are

Batonga was founded in 2006 by a fearless gender equality advocate and celebrated Beninese singer-songwriter Angélique Kidjo. With strong support from both the creative industry and the social impact sector, Batonga addresses the pressing issues faced by adolescent girls and young women most in-need on the African continent. We focus on dismantling the norms and barriers holding them back, and help them transform their potential into the power to lead healthy, independent, safe, and fulfilling lives.

### Mission

The Batonga Foundation equips the hardest-to-reach girls and young women with the knowledge and skills they need to be agents of change in their own lives and communities.

### Vision

Batonga envisions a safer, healthier, and more equitable world in which all girls and women can thrive.



# What We Do

We work with community leaders and local mentors to identify girls, often hard to locate, likely to be socially isolated or disadvantaged. Many live on less than \$2 a day.

## Who We Support

We serve adolescent girls from 12-18, and young women from 19-30.




**37%**  
of women have a bank account, compared with **14%** of men.



**60m**  
Four out of ten girls aged under 18 are married – that's nearly 60 million girls – **14%** are married before the age of 15.



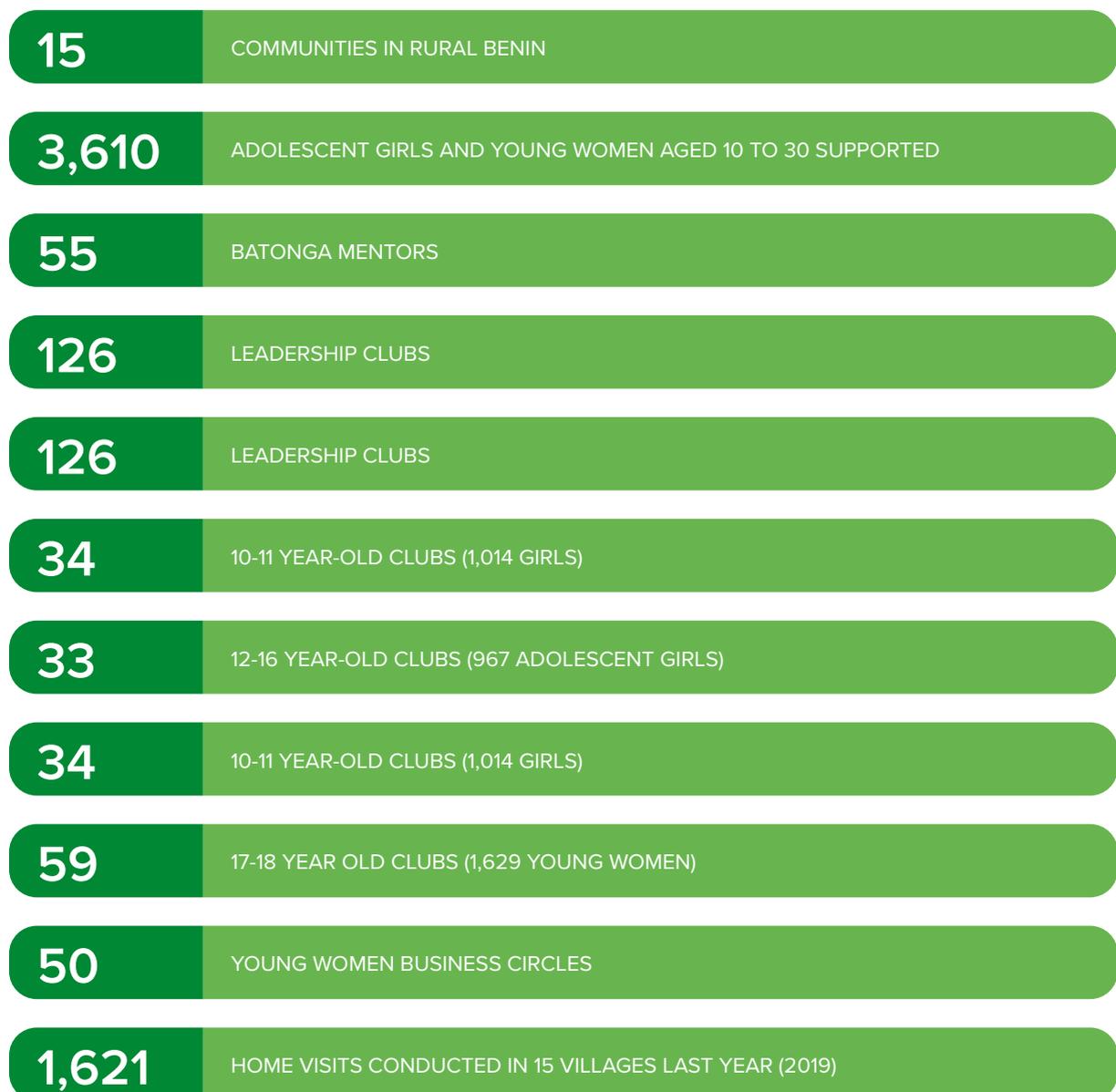
**13%** of children from the poorest families complete lower secondary school in sub-Saharan Africa, while **36%** of girls do not attend at all.

# What We Do

## Our Programs

- Adolescent Girls' Leadership
  - Young Women's Economic Empowerment
  - Advocacy For Gender Equality
- Read more about our programs [here](#).

## Our Impact





## Our Structure/Finance

Batonga is entering a period of important growth. In the next five years, the organization hopes to be present in three countries on the continent (currently one), and support up to 25,000 adolescent girls and young women by 2025 (currently supports close to 4,000).

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In 2021, Batonga's annual budget was \$1,600,000. In 2021, the organization received a multi-year grant that will enable it to grow its team and scale its programs, opening programs in a new country in 2022. The organization is expected to continue to grow its revenue and annual budget in the next few years.



# Job Description

The Batonga Foundation is expanding its staffing, entering new geographies, and exploring new program content. As part of our new phase of growth, we are seeking a dynamic and committed feminist leader for our newly created Director of Programs role.

Reporting to the Executive Director, the Director of Programs will develop and implement the strategic vision and provide leadership of programs at Batonga. Our new Director of Programs will play a vital role in the scaling of our organization and programs to ensure women and girls are empowered to be change-makers in their communities. The Director will provide overall management to the programs portfolio, as well as help build a growing team, ensuring the effectiveness and impact of our programs. The Director will also support Batonga's influence through thought leadership within the field of girls and women's rights.

## Strategic and Organizational Leadership

- Contribute to organizational strategy, including the development of organization-wide and department annual goals, strategies, and desired outcomes.
- Support the Executive Director in ensuring the effective leadership and governance of Batonga as it grows.
- Foster a collaborative and positive culture, ensuring effective collaboration across the organization and modelling Batonga's values internally and externally.
- Enable programmatic learning and drive organization-wide participation in advancing priority learning areas.

## Job Description

### Programmatic Leadership and Oversight

- Design and implement program strategy, ensuring excellence in program delivery, innovation, continuous learning (and unlearning) and improvement and collaborative partnerships to deliver impactful programming for women and girls.
- Ensure the voices of communities and especially of women and girls are put at the center of the development and delivery of programs.
- Oversee pilot work on men and boys' engagement to improve outcomes for girls and young women.
- Oversee all creation of program tools and trainings, and develop strategy for building the capacity of local partners
- Provide effective, inspiring leadership, as well as stewardship of resources, by being actively involved in and overseeing all programs and grants.
- Ensure effective approaches and systems for measuring impact and that this is communicated effectively internally and externally.
- Assist in the development, implementation, enforcement, and monitoring of program policies and procedures for effective compliance, delivery and efficiency.
- Prepare and submit annual operational budgets for review and board approval, ensure continued financial viability of program services, and report accurately.

### Team Management

- Provide inspiring, collaborative and supportive leadership to the programs team, oversee work planning, performance management, and professional growth and development for the team.
- Ensure effective hiring, development and mentoring to continue to build a high-performing team.
- Serve as a role model, ensuring Batonga's vision and values are embedded in the team and across the organization.
- Guide the development and implementation of strong safeguarding policies and promote a culture conducive to safeguarding and staff wellbeing.
- Lead continual improvement of the programming and planning process

### External Engagement and Influencing

- Support the Executive Director in building relationships with international stakeholders, including governments, civil society actors, donors and communities.
- Represent programs internally and provide strong external representation with donors and stakeholders.
- Represent Batonga as a thought-leader in the women's and girl's rights space across West Africa and internationally.



# Person Specification

**Our new Director of Programs will be an experienced and strategic leader with a track record of delivering excellence in programs for women and girls and of effective and collaborative team management.**

You will have at least eight years of professional experience a proven commitment to the empowerment of women and girls and to ensuring the voices of girls are amplified in their communities.

## Experience and skills

- Deep and demonstrable commitment to the empowerment of women and girls.
- A track record of strategic and organizational leadership with the ability to advise a leadership team on strategic decisions on program management, ideally in a context of change and growth.
- A self-starter with a forward-thinking approach, able to operate with agility.
- Experience in a senior program management role, partnering with executive staff, resulting in the development and implementation of program management strategies.
- An inspiring and collaborative leadership style and a track record of fostering values-led culture across an organization.
- A track record of donor engagement including of reporting and fundraising.
- Strong communications and influencing skills, with a track record of representation and the ability to be an advocate for Batonga.
- Proven experience with managing programs funded from a multitude of different donors, with different requirements, and ideally in multiple countries.
- Strong knowledge in program management, design, evaluation, and learning.
- Proven experience of managing teams and budgets, ideally across multiple countries and in a multilingual and multicultural environment.
- Experience of working in multiple countries across West Africa is highly desirable.
- Experience in the field of women’s and girl’s rights is essential.
- Fluency in both English and French is essential.



# Appointment Process and How to Apply

To apply, please submit a CV and covering letter, detailing how you fulfil the role description and personal specification to <https://candidates.perrettlaver.com/vacancies/> quoting reference **5130**. The deadline for applications is **9am GMT on Monday 13<sup>th</sup> December**.

The role is based in Dakar, Senegal. The salary for the role is commensurate with the seniority of the role. Batonga benefits include: access to health insurance flexible remote work policies generous PTO policies.

Batonga Foundation is committed to creating a diverse, multicultural, and vibrant team, reflective of our values and the people whom we serve. Batonga provides equal employment, compensation and promotion opportunities to all applicants regardless of age, race, color, ethnicity, genetics, religion, gender identity, gender expression, sexual identity or orientation, disability, marital status, national origin, or any other characteristic as protected by federal, state, or local ordinance or law.

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## Accessibility Statement

For a conversation in confidence, please contact Teresa Phiri (Research Associate)  
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If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via [accessibility@perrettlaver.com](mailto:accessibility@perrettlaver.com)



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