Job Advertisement

Chief Partnerships Officer
Organization Overview

Tostan’s mission is to empower communities to develop and achieve their vision for the future and inspire large-scale movements leading to dignity for all. Tostan is a 501(c)(3) nonprofit organization headquartered in Dakar, Senegal and operating in five West African countries.

Tostan’s flagship model, the three-year Community Empowerment Program (CEP), has already reached thousands of communities in both West and East Africa since 1991. Impacts that change lives are in areas such as education, health, economic empowerment, governance and the environment; Tostan has been particularly proud to play a significant role in the large-scale empowerment of women and girls and the community-led abandonment of harmful practices such as female genital cutting and child marriage.

Strategically, the organization is committed to continuing to develop its core competency of empowering education and to documenting and scaling the sustainable impact it creates across a range of issues. The organization is currently engaged in a Strategic Planning Process that will shape the organization’s strategic scale from 2023-2030.

Role Overview

In this exciting new role, the Chief Partnerships Officer (CPO) will oversee Tostan’s engagement and influencing landscape, with a focus on four main functional areas: resource development, communications, influencing and partnerships.

Previously, these functional areas have existed successfully; now, Tostan is looking to this new role to help these functions evolve, creating improved systems to fully support the organization as it enters an ambitious new phase of strategic scale.

Position Summary

As a visionary and hands-on leader, the CPO will take the initiative to drive and lead Tostan’s work with a range of global partners, overseeing Tostan’s overall engagement landscape and working closely with the CEO and colleagues to develop strategies and plans for implementation.

With knowledge and experience across the wider engagement landscape, the CPO will bring expertise, proof of impact and enthusiasm to our thriving organization. They will be able to inspire people with the vision of ‘Dignity for All’, using their engagement experience to lead our resourcing, our communications and our partnerships. They will be passionate about what Tostan does and the impact they make on the world.

This role is a member of the Executive Team and works closely with the Chief Executive Officer and the Chief Finance and Operations Officer (CFOO). They will also work with the Founder and Creative Director, Senior Leadership at Tostan International, National Coordinators, and the Board of Directors.
Key Responsibilities

**Executive and Strategic Leadership**

- Serve as a member of the Executive Team, and regularly engage with the Tostan Board of Directors.
- Participate in key decisions pertaining to strategic directions and operational execution, including the ongoing development of Tostan’s scaling strategy.
- Lead the development and implementation of effective engagement strategies to drive Tostan’s mission and strategic priorities.
- Lead engagement with overall responsibility for resource development, communications, and influencing.
- Advance opportunities for network development, external partnership, and thought leadership.
- Oversee engagement of all external partners.
- With the CEO and others, lead the development of programmatic partnerships.

**Team Leadership and Operational Systems**

- Responsible for the leadership and management of the Partnerships Team, comprising the Resource Development Team, Communications Team and the Influencing Team.
- Provide line management, mentorship and capacity development to staff to build the next generation of leaders.
- In close collaboration with the Programs teams and Operations teams, support the advancement of efficient, effective systems and processes for engaging partners.

**Resource Development**

- Responsible for developing and implementing a diversified resource development strategy that exceeds Tostan’s financial needs for fulfilling strategic priorities.
- Responsible for raising funds, to meet the needs of the 2023 – 2030 strategic plan
- Lead and support the Resource Development Team.
- Work closely with the Executive Team, the Senior Leadership team and the Board to attract new funds, diversify income streams, and maintain a vibrant pipeline for growth; ensure this pipeline is monitored effectively.
- Ensure that strong and committed relationships with donors are maintained and strengthened.
- Proactively and creatively seek opportunities for a varied range of funding opportunities, including cultivating and expanding Tostan’s donor base.
- Ensure the preparation and monitoring of the Resource Development budgets, and oversee information systems on donor contributions, the overall major gifts program, as well as partnerships.

**Partnerships and Influencing**

- Responsible for developing and implementing a partnerships and influencing strategy that can lead to lasting impact and that builds on Tostan’s rich 30 year history.
- Build the Partnerships Team.
- Drive thought-leadership for the organization: identify significant ethos-based, thematic, geographic and policy issues that can be leveraged to support Tostan’s work and create and implement plans to engage key stakeholders and actors.
- Drive Tostan’s international profile and influence with senior, prioritized stakeholders
- Amplify Tostan’s work to its diverse global partners including governments, multilaterals and bilaterals, philanthropic organizations, global, national, and local partners, and other high-level stakeholders.
- Represent Tostan at the global level and engage with partners through representation at key global events, participation in strategic platforms and key convening networks.
- Be politically astute and able to confidently navigate sometimes complex arenas with assuredness and clarity.

**Strategic and Organizational Communications**

- Develop and implement a communications strategy that addresses: external communications (including social media), brand profile, external audience engagement, internal communications.
- Build and lead the Communications Team to implement the work plan.
- Bring an awareness of external communications channels and be cognizant of how to work with external and internal stakeholders, and the different areas to communicate – both proactively and reactively, e.g: high-level stakeholders, press, social media, collateral, events.
- Ensure engagement of Tostan’s global community through a thoughtful and clearly articulated communications work plan.

**Key Qualifications**

**Skills, Education, and Experience**

- Master’s Degree (minimum BAcc + 4)
- French and English fluency is required; knowledge of a local language in which Tostan works is welcome
- At least 15 years with experience in:
  - strategic partnership development
  - resource development or similar field
  - communications
  - influencing/advocacy
- At least 3 years needs to have been in a senior leadership role

**Characteristics**

- An inspiring professional practitioner, strategic in outlook and pragmatic in operation.
- Ambitious with a sense of urgency and passion, alongside personal credibility and gravitas.
- Ability to build strong relationships globally with evidence of partnership working to achieve high impact.
- Inspiring, inclusive, resilient, highly self-motivated and detail oriented.
- Excellent communication, interpersonal, analytical and written communication skills with exceptional ability to communicate complex information in clear simple language.
- Excellent written and verbal communication skills in English and French.
- Relishes the opportunity to transfer knowledge and to lead, manage, coach and mentor teams and individuals.
- Proven experience of securing demonstrable partnerships outcomes, particularly with achieving income
- Understanding of the different resource development, communications and partnerships channels, with an ability to synthesize these into the different strategies and work plans.
- Experience and confidence with influencers and politicians at an extremely high level.
- Experience of writing successful policy briefs and positioning papers.
- Ability to build strong working relationships, both in-person and virtually.
- Team player, comfortable in working with multiple deadlines, under pressure and in a multicultural environment.
- Believes strongly in Tostan’s mission to empower communities to develop and achieve their vision for the future and inspires large scale movements leading to dignity for all.
Accountable to
Board of Directors
Elena Bonometti : Chief Executive Officer
Strategic Council

Peer
Kadji Diop : Chief Finance & Operations Officer

Direct Reports
Head of Influencing
Head of Communications
Head of Philanthropy
Head of Institutional Giving

Location
Dakar, Senegal

Contact Details
Interested candidates should contact:
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Application Deadline:
Rolling basis application. Interested candidates are encouraged to make contact at the earliest possible opportunity.