



Our values:

Love, Integrity, Respect & Humility, Learning & Innovation, Sustainability, Passion & Pride in our work, Partnership & Dialogue



Our mission:

Tostan empowers communities to develop and realize their visions and catalyzes movements for sustainable community well-being.



Impact:

Since 1991, Tostan has engaged with over 3,000 communities, contributing to improving the lives of more than 5 million people, and shared the principles of its model with over 800 grassroots leaders and development partners. Evidence shows that communities who partner with Tostan make major advances to achieve their vision for sustainable community well-being. Leaders and partners who take part in the Tostan trainings regularly incorporate learnings into their programs and practices to more effectively support communities.

Tostan's mission is to empower communities to develop and realize their vision for the future and inspire large-scale movements towards dignity for all. Through the Young Women's Economic Empowerment and Leadership in West Africa Program, Tostan is expanding economic opportunities for young women in Senegal and The Gambia. We are seeking an experienced program manager with a relevant Master's degree, 10+ years' experience leading large-scale community development, governance or rural livelihoods programs, and at least 4 years in a similar role. Required strengths include multi-country team and budget management, community governance, social norm change and safeguarding, donor reporting/results-based management, and full professional fluency in French and English. This full-time, fixed-term local role will lead Tostan's Community Governance and Social Transformation Pillar across 730 partner communities in Senegal and The Gambia, based in Thies or Banjul (to be confirmed), November 2026-October 2030, subject to donor funding and performance review. PMD Pro and local Sene-Gambian languages are assets; frequent travel is required.

Send us your application with the reference **"Senior Program Manager"** no later than **31 October 2026** by email at hr@tostan.org with:

- A cover letter;
- A detailed CV;
- A completed Program Monitoring Brief.

You will find below the link to consult the full job description: [Senior Program Manager Job Description](#)

Successful candidates will be subject to Tostan's administrative checks and may be required to provide the following documents:

- An official background check (screening);
- A certificate of good conduct;
- The last three (03) pay slips.