

## Tostan (4701) | Appointment of Chief of Programs – July 2021: FINAL ADVERT TEXT

***Tostan — meaning ‘breakthrough’ in the Wolof language – has a vision of Dignity for All.***

Tostan empowers communities to develop and achieve their vision for the future and inspires large-scale movements leading to dignity for all. We are seeking a visionary yet hands-on Chief of Programs to support the scaling of programs on the ground and drive learning and collaboration across the organization. Are you that leader?

Tostan is a 501(c)(3) nonprofit organization headquartered in Dakar, Senegal and currently operating in five West African countries. 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. Tostan’s flagship model, the 3-Year Community Empowerment Program (CEP), has already reached thousands of communities in both West and East Africa since 1991. Tostan has a robust evidence base showing impacts across a range of areas and is 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. The organization has made a significant commitment to rigorous exploration of the ways in which its programs contribute to community-led changes in social norms and overall improvements in well-being.

As a part of its [2019-2022 Strategic Engagement Plan](#), Tostan is focused on [Strategic Scaling](#). In line with this, we are now seeking to recruit a Chief of Programs (CoP). In this exciting role, the CoP will oversee Tostan’s programs, supporting and leading our efforts to scale well-being through direct program implementation on the ground, and driving learning and collaboration across the organization. We are seeking candidates who are self-starters, passionate, pragmatic and results oriented. Reporting to the Chief Executive Officer (CEO) and working closely with the Chief Finance and Operations Officer (CFOO), the Founder and Creative Director, Program Officers at Tostan International, National Coordinators and the Board of Directors, the CoP will lead the Programs Department in the further development and implementation of Tostan’s programmatic initiatives to scale community well-being. The CoP will also work with the CEO and leadership team to support Tostan’s global influencing, contributing to thought leadership and practitioner networks. For all three areas of scaling, the CoP will provide support and leadership in monitoring and evaluation and research. The CoP will also contribute to the strategic planning process for Tostan’s next strategic period from 2023-2030.

For an informal discussion about the role, please contact Teresa Phiri at Perrett Laver at [teresa.phiri@perrettlaver.com](mailto:teresa.phiri@perrettlaver.com). To download further information and apply for this role, go to [www.perrettlaver.com/candidates](http://www.perrettlaver.com/candidates) quoting reference number **4701**. The deadline for applications is **12 noon BST on Friday, 20<sup>th</sup> August 2021**.

The position is based at our international headquarters in Dakar and entails traveling regularly to Tostan National Coordinations (NC) in Senegal, Mali, Guinea, The Gambia, Guinea-Bissau, the Tostan Training Center (TTC) in Thiès (Senegal), as well as to international events and meetings of programmatic nature.

*Coronavirus caveat:* The health and wellbeing of our staff and stakeholders are of utmost importance to us. Since we are in the midst of the pandemic, the timeline for this recruitment has some unknowns. We hope the Tostan CoP will begin work by the end of 2021. We will only interview candidates in-person if it is safe to do so, and we are committed to and confident in a virtual recruitment process where necessary. Furthermore, we note that the appointed candidate may experience some adjustments to normal travel in the role for some time.

***Tostan is an equal opportunity employer. We evaluate all applicants without unlawful considerations of race, religion, age, sex, national origin, disability, or any other basis prohibited by applicable law.***

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