

Senior Capacity Development Manager – IDEA at FHI360 NGO

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Job Description

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FHI (formerly Family Health International) is a nonprofit human development organization based in North Carolina. FHI serves more than 70 countries and all U.S. states and territories

Summary

The Senior Capacity Development Manager will lead activities that strengthen local organizations to advance the rights of MUGVPs by ensuring they are partners in design and implementation. They will design and use approaches, methodologies, and tools that will foster effective leadership, enhance management and administrative capabilities, build linkages with other institutions, build fundraising capabilities, and position organizations to act as an advocacy voice. The Sr. Capacity Building Manager will work with IDEA partners and STTA to assess and improve partner CSOs' effectiveness, efficiency, relevance, and sustainability through one-on-one mentoring, on-demand technical assistance (TA), learning-by-doing activities, group trainings, and relationship building with local collaborators. They will also propose innovative, results-driven recommendations to adapt civil society strengthening interventions and work closely with the Monitoring, Evaluation, and Learning (ME&L) advisors to meet and exceed the project's output, outcome, and impact indicators.

Duties/Responsibilities:

Work with the Chief of Party and IDEA partners to identify organizations to partner with for capacity strengthening activities and design an inclusive process to assess organizational needs and development capacity strengthening plans that result in stronger, more

effective organizations.

Lead the development of IDEA's inclusive capacity strengthening strategy to increase the organizational and technical capacity of MUGVPs.

Lead the development, implementation, and monitoring of capacity strengthening activities in partnership with IDEA partners.

Oversee the development of capacity strengthening plans in partnership with MUGVP organizations receiving assistance.

Design, facilitate, and/or provide capacity strengthening services across a variety of domains including technical, operational, staff development, institutional governance, safety and security, communications, and monitoring, evaluation, and learning.

Coordinate a team of capacity strengthening advisors across IDEA partners to facilitate assessments, develop capacity strengthening plans, and plan and deliver support services.

Collaborate closely with other technical leads and runs the integration and coordination of technical contributions of other IDEA partners.

Foster strong collaboration and coordination with the grants management team to integrate CD and subaward monitoring processes and to ensure that capacity strengthening is incorporated into subawards, as appropriate.

Qualifications:

Masters' degree in business administration, education, law, political science, public administration, or related field required.

Minimum of 12 years of experience in organizational capacity strengthening, ME&L, and gender and social inclusion for United States Government (USG) and/or other donor projects required.

At least 10 years of experience providing training, mentoring, and technical assistance to civil society organizations.

Demonstrated ability to lead projects and consultants, and to set realistic priorities, and plan for the successful implementation of activities required;

Demonstrated ability to work well with others and to develop and maintain compatibility among project staff, subcontractors, consultants, and project partners.

Demonstrated ability to design and adapt tools and document success stories and project learning for replication.

Excellent written and oral communication skills in English required.

Project Management (PM) Certification preferred

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