



**HOPE**  
INTERNATIONAL

## Mission

To invest in the dreams of families in the world's underserved communities as we proclaim and live the Gospel.

## Method

We share the hope of Christ as we provide biblically based training, saving services, loans that restore dignity and break the cycle of poverty.

## Motivation

The love of Jesus Christ motivates us to identify with those living in poverty and be His hands and feet as we strive to glorify God.

# SG Regional Director – East Africa

## JOB DESCRIPTION

The SG Regional Director directly manages HOPE's SG programs in the East Africa region, including HOPE Rwanda, HOPE Burundi, and HOPE Tanzania.

<b>LOCATION:</b>	Rwanda, Burundi, or Tanzania
<b>BAND</b>	Senior Professional
<b>DEPARTMENT:</b>	Savings Group Programs
<b>REPORTS TO:</b>	Senior Director of SG Programs
<b>DIRECTLY SUPERVISES:</b>	Country Directors for HOPE Rwanda, Burundi, & Tanzania
<b>CATEGORY:</b>	Full-time local employee

# FULL JOB SUMMARY

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The Regional Director directs HOPE's SG programs in Rwanda, Burundi, and Tanzania. As such, the position has full operational and financial responsibility for those HOPE-led SG programs under their management. This includes overseeing the planning and implementation of SG strategies within each country, in alignment with overall departmental strategy. In addition, the position has responsibility for budget development and oversight, quality and compliance of SG program, financial, and administrative processes, partner relationship management and post-assessment implementation. Additionally, the regional director is a key member of the SG management team which both helps set and participates in the execution of SG team strategy. Reporting to the position are the Country Directors from the countries being directly managed.

## RESPONSIBILITIES

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Promote and fulfill the mission and vision of HOPE International through support of HOPE's SG ministry

Continually promote the development of a Christ-centered culture that models Biblical principles and incorporates an intentional and effective Christian witness into all aspects of HOPE's programs and partnerships.

Model Christ-like servant leadership, fostering a team culture of care and holistic development through mentoring, coaching, intentional delegation, and regular one-on-one meetings.

Ensure development of senior in-country staff in technical, leadership, and managerial skills; serve through intentional mentoring and disciplining of staff members. Provide regular, prayerful feedback that encourages growth, reinforces accountability, and builds on each person's God-given strengths.

Set tangible goals with in-country management to optimize the performance of HOPE's SG ministry in alignment with departmental wide objectives that are informed by HOPE's annual and strategic plans.

Regularly monitor progress towards strategic and operational goals, working through in-country senior management, and taking appropriate actions to ensure achievement

Oversee the development and management of country budget and forecast processes, and performance within established budget, including regular review with field leadership of performance

Provide guidance and support to in-country leadership to strengthen HOPE's program excellence in relation delivery of methodology, quality, training, and partner relations

Ensure compliance with HOPE's SG program policies and guidelines including quality Initiatives, risk assessment tools, financial compliance in accordance with established corporate policies, and regular updating of operational and financial manuals

Provide leadership and support to in-country staff in the development of strong and mutually beneficial relations with HOPE's ministry partners, identifying opportunities for deepening relationships, with a view toward equipping for ministry

Provide clear, consistent, and timely communication with key internal stakeholders, including SG CSU team, CSU departments (Finance, HR, Operations, Technical Analysis, Spiritual Integration,

Development, Marketing) and external stakeholder (e.g. Partners, donors) which leads to productive and collaborative relations and results

Work collaboratively with key the SG program development and SG operations teams on the design and testing innovations around core SG methodology and new products and services, providing field-based guidance and insight into design, and support for piloting and assessing new program innovations.

Assist in the design and execution of program expansion opportunity assessment as requested.

Encourage and lead direct reports in ways that deepen their connection to HOPE's mission and reveal how their work contributes to God's Kingdom.

## SKILLS AND QUALIFICATIONS

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Personal confession of Christian faith and commitment to the mission and vision of HOPE International

Experience managing one or more organizations including strategic development and execution, staff recruitment and development, budgeting and forecasting, partnership management, financial and operational implementation, and quality functions

Strong organizational skills, including effective time management and prioritization of competing demands/multiple deadlines

Proven expertise in inter- and cross-departmental project management

Strong analytical and problem-solving skills

Excellent oral, written, and relational skills including experience in managing key relationships and presenting to larger audiences

Bachelor's degree in finance, economics, business management, economic development, or equivalent and advanced degree in Business Administration, Public Policy or Non-profit management.

Five or more years' experience within micro-enterprise development or related field in a senior/managerial capacity, with demonstrated capabilities in both strategic thinking and operational execution

Experience working within denominational or multi-church structures in a relational and equipping capacity preferred

Proficient in English language; multi-lingual proficiency preferred, especially local language within the region.

## HOW TO APPLY

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Apply online at <http://www.hopeinternational.org/get-involved/careers/>. Due to the anticipated volume of candidates, we are unfortunately unable to respond to phone calls or individual inquires.