



## **Job Opportunity: Rwanda Country Director**

Gardens for Health is seeking an entrepreneurial leader to lead our program in Rwanda.

### **Who We Are**

We are a growing non-profit organization whose innovative approach works to bridge the gap between health and agriculture. We are based in Rwanda, with an office in Boston, and our core program works to integrate agricultural support and comprehensive health education into the clinical treatment of malnutrition. We currently work in partnership with 18 health centers in two districts of Rwanda. This year, we are working directly with 2,160 families – providing them with the seeds, knowledge, and support, to prevent and overcome malnutrition.

We also work to support the Government of Rwanda's implementation of District Plans to Eliminate Malnutrition and to strengthen systems to prevent malnutrition at the community level, and to advocate for policies and programs that work to integrate agriculture into the treatment of malnutrition. Through our partnerships initiative, we are also sharing our model and methodology with organizations in Uganda and Burundi, who are interested in learning from and adapting our approach.

As we grow our impact, our work is grounded in collaboration with, and a commitment to, the families and communities with whom we partner. Our head office in Rwanda is based on a farm, and everyday nearly 100 people come together to share a meal that reflects our commitment to growing and eating healthy food.

### **Our Opportunity for You**

Over the past two years, our health center program has grown five-fold. At the same time, we have begun to engage in policy and international agriculture research initiatives. We are looking for a leader who will be responsible for managing this scale, in addition to ensuring the strong growth of our systems, team and program. Our ideal candidate will be someone who can think “big picture” but who also loves implementation and execution.

As Rwanda Country Director, you will have the opportunity to do the following:

- Work with our leadership team to design the vision for scaling our program within Rwanda and East Africa.
- Execute our strategic vision by overseeing and ensuring high quality program implementation and performance.
- Lead a team of over one hundred dedicated individuals, and work to ensure their ongoing professional development.
- Ensure that our program is evolving within our framework for innovation and effectiveness.
- Lead in-country fundraising and budgeting and play a lead role in overall fundraising efforts.
- Be responsible for reporting on our program impact to our Executive Director and Board of Directors.
- Manage and strengthen national government relationships.
- Lead the development and implementation of protocols and guidelines for human resources, finance, procurement, and logistics, and ensure that these hiring and management practices are aligned with our organizational values.

We can offer you the opportunity to take on a leadership role at growing organization with a strong local foundation, the opportunity to work on a model at the nexus of agriculture and healthcare, the opportunity to work with an awesome and compassionate team, and the opportunity to work for and learn from hundreds of hardworking families in Rwanda.

### Are you the Right Fit?

- *Vision:* You share our belief that growing healthy food can and should be a part of healthcare.
- *Entrepreneurial Experience:* You have had a previous experience creating or leading change within a rapidly growing business or organization and assuming significant professional responsibility and risk in doing so.
- *Commitment to Impact-Driven Work:* You have had a track record of leading and growing a performance and outcomes-based project, enterprise, or organization.
- *Leadership Experience:* You have led a diverse team to achieve a concrete goal, and have experience managing people and helping them to achieve their full potential.
- *Social and Emotional Intelligence:* You have a demonstrated ability to lead and collaborate with others across cultures and backgrounds with respect and collegiality.
- *Alignment with our Core Values:* Your leadership style is grounded in a sense of collaboration and mutual respect, and you operate from a place of compassion and empathy for your colleagues and with the families we serve.
- *Relevant Work Experience:* You have 5+ years of meaningful work experience in international development, international nutrition, maternal/child health, public health, or a related field. You preferably have experience working in Sub-Saharan Africa.
- *Education:* You have a Masters Degree in International Development, Public Health, or a related field.
- *Language acquisition:* You have demonstrated experience for acquiring new languages. French and/or Kinyarwanda is a plus.

### Your Location

You will spend the majority of your time in Rwanda, with regional and international travel as needed. Our head office is in Boston and our head office in Rwanda is close to Kigali.

### Your Commitment

We will ask you to make a 24-month commitment.

### Compensation

Your salary will be commensurate with experience, and there will be the opportunity for performance-based increases. You will also receive housing, health insurance, daily lunch on our farm, and the chance to take on the job of a lifetime.

### If you are ready to apply

Send your resume and cover letter to [careers@gardensforhealth.org](mailto:careers@gardensforhealth.org). In your letter, tell us why you are the right leader for this role. If we are interested, we will respond within 2 weeks to set up an initial phone interview. **The end date for receiving initial resumes and cover letters will be November 30, 2014.**

We look forward to meeting you!