Position Description

Director, Adolescence – Demographic Transition
2019

Initially located in Addis Ababa, London or Nairobi. Will ultimately be based in West Africa

About CIFF

The Children’s Investment Fund Foundation (CIFF) is an independent philanthropic organisation headquartered in London with offices in Nairobi and New Delhi and a presence in Ethiopia. CIFF works with a wide range of partners seeking to transform and empower the lives of poor and vulnerable children and adolescents in developing countries, with the ultimate goal of solving seemingly intractable challenges to ensure all children and adolescents have the chance to survive and thrive.

CIFF aims to play a catalytic role as a funder and influencer to deliver urgent and systemic change at scale. Areas of work include empowering girls and boys to control their sexual and reproductive health to avoid unintended pregnancy, unsafe abortion and HIV/AIDS; improving children and mothers’ health and nutrition; preventing low birthweight babies; eliminating deaths from severe acute malnutrition, nested within a more integrated approach to childhood development; and deworming efforts to break transmission for good. CIFF’s child protection work focuses on ending child labour and sexual exploitation by enabling an environment that reduces vulnerability of communities and increases protection of children. The organisation’s climate portfolio is driven by a vision of a climate-safe future for today’s children and future generations that also bear the benefits of cleaner air, energy security and sustainable jobs.

We are privileged, as a financially independent philanthropy, to be able to work in challenging areas that others cannot, and we often elect to work on what can be controversial issues that others will not. For example, CIFF is pro-choice with respect to women’s reproductive rights along with the prioritisation of access to reproductive information and to contraceptive choices for all who need it. It is imperative to the CIFF family, therefore, that prospective candidates are aware of the issues we work on and embrace all our programmatic work with fully open minds to the huge number of ways in which we seek to empower young lives.

CIFF places significant emphasis on quality data and evidence. For most of its grants, CIFF works with partners to measure and evaluate progress to achieve large scale and sustainable impact. The organisation is committed to sharing as much information as possible about what they and their partners are learning.

CIFF employs approximately 100 professionals in the UK, Kenya, India and Ethiopia. CIFF strives to couple business acumen and principles with development experience and best practices to transform the landscape for children. It seeks to be the gold standard in grant making and foundation operations.

For more information please visit www.ciff.org

Please ensure that you review our website to gain oversight of all our programmes and if you have any concerns or would like further information please don’t hesitate to pick up the phone and talk to our Human Resources or Hiring Management teams.
Job Description

<table>
<thead>
<tr>
<th>Role</th>
<th>Director, Adolescence – Demographic Transition</th>
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</thead>
<tbody>
<tr>
<td>Reports to</td>
<td>Matrix management:</td>
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<tr>
<td></td>
<td>• Direct line: Executive Director, Adolescence</td>
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<td></td>
<td>• Dotted line: Executive Director, Africa</td>
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<td></td>
<td>(the matrix structure will be reviewed during year 1)</td>
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<tr>
<td>Critical relationships</td>
<td>Director, Adolescence – Commercial Solutions (based London)</td>
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<td></td>
<td>Director, Adolescence – Market Growth (based Nairobi)</td>
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<td></td>
<td>Director, Adolescence – India (based Delhi)</td>
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Main purpose of the role:

This role will be responsible for developing and implementing a rights-based strategy to accelerate demographic transition in countries that are at risk of being unable to achieve their demographic dividend goals.

In this role you will manage diverse stakeholder relationships to maximise CIFF’s credibility in this space; design and execute a substantial pipeline of transformative investments that ultimately lower total fertility rates; manage and support team-members – often at distance – in both direct and matrix line-management relationships; and contribute to the overall goals of the Adolescence SRH Sector and Africa strategies.

The Exciting Opportunity

Background

CIFF’s Adolescence Sector has a growing investment portfolio with a five-year goal to:

*Accelerate a demographic transition through choices that prevent unplanned pregnancy and increase comprehensive SRH Rights.*

The current objectives of the portfolio are to:

1. **Change facts-on-the-ground:** Through a self-care revolution that equips millions with the tools and choices to take control of their SRH
2. **Youth centred design & delivery:** Demonstrate, deliver and inspire others to adopt a next generation of youth-focused SRH programmes, leveraging the digital transformation in health
3. **Provide philanthropic leadership** on demographic transition
4. **Build sector resilience** by confronting opposition tactics and defending SRHR spending
5. **Leverage:** Increase the proportionality and diversity of co-funding

The Sector is growing with a highly localized and multi-disciplinary team. We are currently nine based in Addis Ababa, London, Nairobi and Delhi. The Sector has a synergistic relationship with CIFF’s new Africa Strategy and “Girl Capital” strategy that aims to build skills and resilience for future employment. We are supported by cross-cutting teams: Strategic Engagement & Comms (SEC); Evidence, Measurement & Evaluation (EME) and CIFF’s Finance and Legal teams.
Role purpose

- Ensuring countries achieve their demographic dividend is central to our goal. This role will advance our strategic thinking of how demographic transition can be accelerated. It will align internal teams behind this strategy and ensure a joined-up approach with other objectives within the Sector and Africa strategies.
- Our team is passionate about uncovering insights on the individuals we aim to serve, the consumers we need to reach, and working with partners and governments and local institutions to innovate around their needs. The role will require a high degree of curiosity on behavior change, social norm change and gender transformative approaches.
- This role will boost our credibility, market insight and portfolio in those countries where a demographic transition is most urgent – specifically West Africa, the Sahel and Central Africa.

Specific investment domains will include (but are not limited to):

- **Articulate a credible Theory-of-Change and Theory-of-Action**
  - That will underpin investment strategy over the next five years. This will explain to both technical and non-technical audiences the intervention choices, target population, performance & impact measures, cost-effectiveness and benchmarking.

- **Bolster political leadership:**
  - Increase salience of demographic transition beyond health/FP, especially within most influential Government bodies (such as Economy, Finance, Security) and multi-lateral agencies in the region.
  - Secure Head of State and key influencer endorsement in critical countries.
  - Build critical Govt infrastructure to institutionalize radically different approaches that are likely to be successful.

- **Demonstrate leapfrog opportunities – especially in family planning as a precondition for demographic transition:**
  - Create and manage proof-of-concept investments that demonstrate how to rapidly increase contraceptive access and adoption in ways that impact demographic transition.
  - Work closely with Market Growth and Commercial Solutions team members to tailor their intervention priorities to the unique conditions in the Sahel.
  - Design opportunities to create the architecture needed for long-term sustainable change – leveraging existing opportunities such as the OP, SWEDD, WAHO, ECOWAS and DFID’s WISH programme.

- **Lead our thinking on Behavioral economics:**
  - Deepen CIFF’s expertise, academic connections and on-the-ground application of behavioral nudges (related to demographic transition) using social, financial and non-financing motivation.

Management dimensions

- The role is matrix managed, with line management by the Executive Director – Adolescence, based in London; and dotted line to the Executive Director – Africa, based in Nairobi.
- Line management is subject to portfolio growth. The role will ultimately oversee one or two Manager(s), who themselves oversee Analyst(s). Matrix management with other Directors is anticipated.

Principal responsibilities
## Strategy and planning

- In collaboration with the rest of the team and across the organisation, design and regularly revisit and review demographic transition strategies, partners and pipeline to ensure it is outcome focused, compelling (from a CIFF ‘value add’ perspective) and effective (i.e., is sufficient to deliver CIFF’s objectives).
- Lead through influence – working cross-functionally and serving as a resource/mentor to managers/analysts from other teams and CIFF country offices and partners.
- Oversight of team competence on the application of best practices and innovations in demographic transition – advising, coaching and leading by example.

## Programme development, delivery & performance

- Oversight of a portfolio and an active pipeline of potential investments with a multi-year value of approximately $20 million initially (subject to approval), with potential to grow substantially.
- Ensure that all new programme proposals adopt a commercial, sustainable and innovative approach to permanently solving the most challenging problems.
- Manage risk by upholding and applying relevant due diligence and risk management practices across the portfolio and at every stage, to ensure the interests and reputation of the Foundation are protected.
- Assess the feasibility of investment proposals, using an appropriate range of methodologies and techniques, to ensure they are based on logical and robust conclusions which can withstand scrutiny from the ET and CIFF Board.
- Working in partnership with the Evidence, Monitoring and Evaluation team, identify and embed appropriate monitoring and evaluation processes to all proposals and programmes.
- In collaboration with partners, conduct regular reviews of the progress and performance of programmes under delivery to identify problems and delays, and implement effective solutions.

## Sector knowledge, partner management and profile-building

- Actively maintain CIFF’s reputation as a valued partner for achieving transformational and sustainable change in demographic transition.
- Research solutions that places CIFF at the leading edge of innovation in the sector.
- Contribute to the development of thought leadership and advocacy materials, to support CIFF’s ambitions to scale-up, mainstream and leverage additional support for its initiatives.
- Develop and maintain beneficial, global networks with governments, social enterprises, NGOs, other foundations, local civil society and beneficiary-led organisations.

## The Talented Individual

### Qualifications, skills and experience

- Extensive and progressive leadership in diverse settings.
- Academic and/or practical application of approaches to achieve a demographic transition and change fertility dynamics.
- Outstanding communication skills using a variety of presentation techniques.
- Strong management skills with a background of leading, inspiring and empowering others, plus demonstrable experience of supporting workplace diversity.
- Knowledge and/or experience of working in emerging markets (Sahelian West Africa essential).
- Working knowledge of behavioral economics and political economy of demography.
• Working knowledge of the Sexual and Reproductive Health sector, and an understanding of key players and debates.
• Commercial experience and/or a background that includes social entrepreneurship is desirable.
• French language skills, and/or local languages in our countries of focus.

Personal attributes
• Passionate about how philanthropy can be used to support countries in West Africa achieve a demographic dividend.
• A creative mindset used to problem solving and leading innovations.
• Ability to pull together teams and seek ways to maximise the contribution of others.
• Transparent communicator, results focused.
• Resilient – anticipating potential setbacks with the ability and pace to change course.
• Aware of the challenges that stigmatised groups and young people might face when trying to access services, notably the barriers associated to sexual health.
• High degree of comfort with progressive sexual rights – notably that contraception and safe abortion care should be available to all who need it.
• Strongly supportive of diversity in the workplace.
• Willingness to travel: Expect brief trips every 4-6 weeks.

The Culture Contribution

Our employees contribute to a shared goal in an environment of support, knowledge sharing and fun!

CIFF Competencies

**Action Biased:** Achieves outstanding results through commitment, planning, informed judgement and action in line with overall intent

**Collaboration:** Proactively builds valuable partnerships based on teamwork, transparency and mutual respect to bring about sustainable change

**Improve and Innovate:** Exercises commercial and entrepreneurial thinking for greater effectiveness and impact

**Inspire and Influence:** Builds trust by expressing compelling and tailored messages which enable CIFF to be catalytic and create momentum

**Passion and Perspective:** Is passionate about CIFF’s mission and always keeps the drive for systemic change in mind

**Leading for Impact:** Leads the organization by providing coherent vision, direction and support in seeking impact for children