



Transforming natural resource management  
Empowering communities  
Transformer la gestion des ressources naturelles  
Renforcer le pouvoir d'agir des communautés

## **Program Lead, Burundi (Anticipatory)**

**Location:** Bujumbura, Burundi

**Language:** English/French bilingual essential

**Closing Date:** October 2, 2023

**Estimated start date:** October 2023

### **Overview**

IMPACT is seeking a Program Lead to head an anticipated four-year project which aims to contribute to peace and security while improving mineral governance in Africa's Great Lakes region. The project's areas of focus:

- improved government controls of artisanal mining resources including environmental and social impacts with a particular attention to women and youth;
- the adoption by in-region stakeholders of strategies and best practice models relating to artisanal gold export regimes; and,
- improved monitoring of commodity and data flows in alignment with national, regional and international market standards, regulations and laws.

Under the supervision of the Program Director, the Program Lead will be responsible for the overall vision and technical leadership, compliance with donor regulations, and management of the team and project. The Program Lead will be IMPACT's primary point of contact with the donor and all relevant stakeholders. They will work in direct collaboration with the International Conference on the Great Lakes Region (ICGLR), whose Secretariat is based in Bujumbura, Burundi. They will also work with the 12 ICGLR Member States and other critical in-region and international partners via the provision of capacity building support to the ICGLR's Regional Initiative on Natural Resources.

The Program Lead will oversee a team of experts and support staff, prepare reports and annual operating plans, and align project initiatives with ICGLR and donor priorities. This position will be based in Bujumbura, Burundi. This position is contingent upon successful award of the project and the donor's approval of the proposed candidate.

### **Primary Responsibilities**

- Develop strategic plans and annual work plans together with the ICGLR and manage the activity accordingly in line with donor guidelines.
- Work hand-in-hand with the ICGLR to realize the objectives of the co-designed project.
- Ensure compliance with the terms of the donor agreement and, together with the ICGLR, the timely delivery of project activities.
- Oversee and support staff and systems to ensure that project results are met.
- Ensure proper financial management to get the best value out of available resources in compliance with the donor's rules and regulations and IMPACT's internal policies.
- Create a positive and safe working environment for all staff.



- Facilitate collaborative partnerships between relevant donors and stakeholders.

### **Required Qualifications & Skills**

Candidates are asked to clearly demonstrate in their applications how they meet the requirements of the position.

#### ***Essential qualifications, expertise, and skills:***

- A graduate degree in a relevant social or technical field such as political science, environmental sciences, social studies, international relations, or mining engineering.
- Ten years of experience managing international development programs in peacebuilding, conflict mitigation, (mining or natural-resource) governance-related programs, preferably including previous experience in Africa's Great Lakes region. Capacity building and/or mining sector experience will be considered assets.
- Demonstrated advanced experience applying results-based management.
- Demonstrated advanced donor management experience (European Union, Global Affairs Canada, USAID, UN agencies, etc.)
- Demonstrated advanced experience effectively working with state agencies and actors and both private sector and civil society actors, including using multi-stakeholder approaches.
- Experience with a variety of professional software systems (e.g. Microsoft Word, Excel, Zoom, Box, etc.)

#### ***Competencies:***

- Candidates must be fluent in English and French (spoken, written and read).
- Diplomatic and problem solving, good judgment, analytical, and logical thinking.
- Personable; Good communication skills.
- Strong organizational skills, planning and time management, and the ability to multitask.
- Good ability to work in a team, in an intercultural environment and to maintain good interpersonal relationships.
- Integrity and strong ethics including commitment to partnership (i.e. not top-down approaches).
- Leadership and motivation: commitment to excellence in performance by showing enthusiasm for the job as well as personal conviction, strength of character and trust in the team.
- Rigor and concern for accuracy, precision and compliance with standards.

The successful candidate will be required to travel frequently within the Great Lakes Region and beyond.

### **About IMPACT**

IMPACT transforms how natural resources are managed in areas where security and human rights are at risk. We investigate and develop approaches for natural resources to improve security, development, and equality. We are an independent non-profit, collaborating with local partners for lasting change.

IMPACT is headquartered in Ottawa, Canada and has offices in Democratic Republic of Congo, Uganda, and Côte d'Ivoire, as well as projects in Burkina Faso, Mali, and Zimbabwe. Learn more at

[www.impacttransform.org](http://www.impacttransform.org)



## **To Apply**

Send the following information by email to [jobs@impacttransform.org](mailto:jobs@impacttransform.org) :

- A **cover letter** explaining your interest in the position
- Your **curriculum vitae**
- **Completed supplementary form**, available on our website: [https://impacttransform.org/wp-content/uploads/2023/09/Program-Lead-Sept-2023\\_Form.docx](https://impacttransform.org/wp-content/uploads/2023/09/Program-Lead-Sept-2023_Form.docx)

**In the subject of the email please state:** the position you are applying for and your name.

We thank all candidates but only those selected for an interview will be contacted. Due to the volume of applications received, we ask that you do not follow up on your application.

*Failure to comply with the elements requested above will automatically lead to the rejection of the application. IMPACT operates a ZERO tolerance policy on sexual exploitation, abuse and harassment.*

