



# Job Opportunity

## Team Leader, Human Development Innovation Fund

### Company Overview

Palladium is a global leader in the design, development and delivery of Positive Impact - the intentional creation of enduring social and economic value. We work with foundations, investors, governments, corporations, communities and civil society to formulate strategies and implement solutions that generate lasting social, environmental and financial benefits.

For the past 50 years, we have been making Positive Impact possible. With a team of more than 2,500 employees operating in 90 plus countries and a global network of more than 35,000 technical experts, Palladium has improved - and is committed to continuing to improve - economies, societies and most importantly, people's lives.

Palladium is a child-safe organisation, and screens applicants for suitability to work with children. We also provide equal employment to all participants and employees without regard to race, color, religion, gender, age, disability, sexual orientation, veteran or marital status.

### Project Overview and Role

Palladium is seeking a Team Leader for the Human Development Innovation Fund (HDIF) in Tanzania, which is a 39.4m UKAid-funded programme managed by Palladium International in partnership with KPMG, Newcastle University, and IDS.

Working in collaboration with Tanzania's Commission for Science and Technology (COSTECH), HDIF seeks to accelerate the testing and scaling of innovations in health, education, water, sanitation, and hygiene in Tanzania.

To catalyse the development of new models of service delivery, the use of new technologies, involvement of new providers and establishment of new partnerships, HDIF implements (1) strategy and interventions to strengthen Tanzania's innovation ecosystem in place and implemented, (2) grant mechanisms to effectively and efficiently identify, select and support projects through the innovation fund, and (3) strengthen the innovation evidence base in Tanzania and translate findings and lessons learned into policy and practice.

HDIF is in its 5th year of implementation with plans to deliver through July 2021. The programme is a high-profile, priority innovation programme with Palladium, DFID, and the science, technology and innovation stakeholders in Tanzania. Exemplified by a track record of 4 consecutive years of A+ ratings in independent Annual Reviews, HDIF continues to draw interest and engagement within the leadership of Palladium and major social innovation players. In addition to a track record of high-level engagement and exceeding impact targets, the new Team Leader will inherit a quality, active, and stable team that is empowered and utilizing best-practice in learning and adaptation to

continue successful delivery.

The new Team Leader will be expected to bring strategic vision, technical quality, and mentoring to the HDIF team and its partners. In aggregate, HDIF's culture and team embody an entrepreneurial spirit. Although already implementing for several years, HDIF has the culture, team, and resources to consider and deliver new strategies and activities that will be developed under the new Team Leader's leadership. This is an excellent opportunity for a leader with a desire and capacity to balance donor-funded project delivery with progressive development concepts around health, education, water, sanitation, social entrepreneurship, science and technology, and youth jobs and skills. Read more about HDIF at [www.hdif-tz.org](http://www.hdif-tz.org).

### **Responsibilities**

The Team Leader acts as the central point of leadership for the programme and responsibilities include:

- Developing strong working relationships with the programme's contact points within DFID and taking the lead on reporting to them (through both formal and informal channels).
- Maintain relations and represent the programme with the wider DFID country office as needed.
- Develop strong working relationships with the government of Tanzania, relevant stakeholders and institutions, working on health, education, water, sanitation, and science and technology issues, and drivers and the political economy of social innovation in Tanzania.
- Develop strong working relationships and a regular dialogue on programme progress and challenges with relevant Palladium staff; including the Project Director, Operational and Technical Managers.
- Ensuring programme compliance with established Palladium systems and processes.
- Maintain a strong working relationship with the project senior leadership team and build buy-in for the programmes overarching, as well as component specific, technical approach and direction.
- Represent the programme with an external audience as needed, including with communities of practice and other DFID offices.
- Manage relationships with the host country government, counterpart agencies, project partners and stakeholders and business partners.
- Ensure good staff management practices including staff planning, recruitment, on-boarding, performance appraisal and development.
- Work collaboratively with other Tanzania-based Palladium project leaders in promoting a One Palladium culture and promoting Palladium values in country.

### **Project Management**

- Provide guidance, oversight and quality assurance for all project activities, outputs and deliverables. Assume overall responsibility for the effective implementation of work plans to ensure delivery is on time, within budget, meets client and stakeholder expectations and is contractually compliant.
- Monitor implementation progress; maintain up to date project logs and registers; work to resolve issues, manages and mitigates risks; and escalate material issues and risks as appropriate.
- Develop and implement plans for results measurement, monitoring and evaluation, knowledge management, value for money analysis and communication management.
- Financial Management and Administration.

- Ensure consistent implementation of Company Standard Operating Procedures (SOPs) and Guidelines, Security Protocols and, where applicable, recommends modifications.
- Ensure the project provides and demonstrates good Value for Money.
- Oversee the preparation and delivery to the Client of budget variations and contract amendments.

### **Requirements**

- Educated to Master's degree level or above. Academic achievement can be compensated by commensurate experience
- Excellent communications skills and ability to represent the project and Palladium to a diverse set of international and national audience--from youth with start-up social enterprises working in hubs to government leaders to donor partners.
- Extensive experience with international development programming (preferably with relevant experience in East Africa).
- Clear experience of direct management of 5+ staff and in-direct management of 20+ staff and consultants with a track record of mentoring and coaching mid-career professionals
- Experience of working on social innovation, social entrepreneurship, impact investing, or start-ups in developing countries is essential.
- Experience working with donor (preferably DFID) funded programmes as a leader or senior advisor.
- Strong expertise in building and managing programmatic relationships with high level stakeholders from government, civil society and donors.
- Good understanding of health, education, water, and sanitation issues in Sub-Saharan Africa (preferably Tanzania or East Africa) and the dynamics of public and private sector development.
- Strong experience in managing complex teams.

**Tanzanian nationals are strongly encouraged to apply**

Please visit HDIF website ([www.hdif-tz.org/news](http://www.hdif-tz.org/news)) to apply or use the link below;  
<https://bit.ly/2C78249>

Deadline for application submission is **16<sup>th</sup> March, 2019**.