



**POSITION:** Rapid Scale and Incubator programs Manager, Ethiopia

**WHERE:** Addis Ababa with frequent travel to the field.

**COMMITMENT:** Full time

**DURATION:** Definite contract for six months with possible extension.

**REMUNERATION:** Based on the experience/negotiations.

**STARTING DATE:** As soon as possible.

### About Reach for Change

Reach for Change is a non-profit organization founded in Sweden in 2010 that supports social entrepreneurs who are solving the most pressing issues facing children and youth in 18 countries worldwide. We run innovation competitions, Innovation lab, Business readiness, incubators and rapid scale programs, that unleash the power of entrepreneurship and innovation to create a better world for children.

Since 2012, we have been supporting social entrepreneurs in Francophone and Anglophone Africa to turn innovative solutions into sustainable, scalable ventures that alter and transform the communities in which they live. We do this by developing content for and running innovation competitions, innovation labs, incubators, rapid scale programs, entrepreneurship training and awards and other enterprise development activities across Africa.

Our new vision for RFC Foundation has realigned our strategic focus into four core areas of Climate Action, Job Creation for Youth, Women's Economic Empowerment and Agribusiness. At the heart of these core areas are impact measurement and advocacy to drive policy change, enhance existing policies and advocate for a much stronger ecosystem.

Reach for Change Ethiopia was registered in Ethiopia in 2015 as a Foreign Organization. Our work focuses on women's economic empowerment, creating sustainable jobs for youths, innovation for improving education through building the capacity of local social entrepreneurs. Since 2015 we have supported the development of more than 200 social entrepreneurs and impacted the lives of over 200000 children, youth and women in Ethiopia. For more information about Reach for Change, please consult our website [www.reachforchange.org](http://www.reachforchange.org).

**APPLICATIONS PROCESS:** Applications will be reviewed on a rolling basis and position will be filled the moment a suitable candidate is found. Early applicants will have an advantage. Please send your CV's and cover letter (stating how you would be a good fit for this role and references) to [hr@reachforchange.org](mailto:hr@reachforchange.org) with Subject Line: Rapid Scale and Incubator programs Manager, Ethiopia. Please note that only shortlisted applicants will be contacted for an interview

### Position Summary

As Program Manager you will be responsible for managing the Incubator and Rapid scale programs. Provide support in the design, and leading on the implementation and coordination of our Incubator and Rapid Scale programs for SMEs who have a significant positive impact on creating sustainable jobs for youth and economically empower women in Ethiopia. In these two programs, you will be working with SMEs whom we are supporting to scale their businesses. The Program Manager is expected to be used to the pressure of high-profile projects, and can effectively work with colleagues and partner co-workers at all levels of the organization, whilst managing expectations of all parties and making sure to meet deadlines and other requirements.

### Primary Responsibilities Include

Identify and evaluate high potential and high impact social enterprise (SMEs) to enable Reach for Change to make an informed selection, and during the program help the enterprise to grow and scale.

Facilitate and coordinate an exceptional support program, drawing on our networks of expertise, to help social enterprises (SMES) develop and scale impactful, financially sustainable organizations that improve the lives of women, children and youth more successfully and faster than anyone else.

Support the monitoring and reporting of the progress of the program and indicators, and contribute to processes to measure, learn from and improve impact and operations, ensuring that both R4C and its social enterprises understand the impact of different parts of their programs, and adapt accordingly.

Support the Quarterly and Annual Reporting process for the social enterprises

Be the face of the Incubator and Rapid Scale program and actively promote them through different channels.

Assist with the communication of information to key stakeholders to support Reach for Change's strategic goals.

Contribute to the development and implementation of a locally relevant country strategy and programs in with Reach for Change strategic plan and Africa priorities to achieve the maximum scaling of SMEs and social impact for social entrepreneurs and women, youth, and children.

Contribute to share best practices, ideas, and experience on the successful implementation of the programs internally and externally.

### **Additional characteristics we are looking for at Reach for Change**

Smart, brave, and passionate with strong entrepreneurial experience.

Deeply devoted to scaling businesses as well as improving the lives of children and youth.

Entrepreneurial spirit, strategic thinker, focuses on tangible results, has a collaborative "can do" attitude, and a desire for continuous improvement.

Exceptional relationship and interpersonal skills; courtesy, tact, patience, and strong team orientation.

Ability to work effectively in a dynamic workplace and withstand the tests of a rapidly changing environment with a calm head and resilience.

### **Required Qualifications and Experience**

Over 5 years of progressively responsible program management positions, with a distinguished record of relevant accomplishments.

Knowledge or experience from the business sector and/or working with entrepreneurs and knowledge on current thinking and practices in scaling SMEs.

Experience running a business and/or being a senior team member in an entrepreneurial venture that has scaled significantly.

Evidence of being an entrepreneurial and strategic leader who is passionate about social change.

University degree in business, economics, public/social administration, or a related discipline.

Ability to manage multiple, sometimes conflicting priorities and work cooperatively to build networks and satisfy the needs of internal and external stakeholders.

Demonstrated ability to work sensitively with diverse people, cultures, and communities.

Good writing and communications skills.

Good computer skills and familiarity with Google Suite & MS Office (Word, Excel, Outlook, PowerPoint).

Spoken and written fluency in English and proficiency in Amharic.

Readiness for some travel.

Experience of working in volunteering in the social sectors; experience of working to support women, youth, or children is a bonus.