

## **Employment Opportunity**

### **Director of Strategy and Innovation The MATCH International Women's Fund**

**Position Title:** Director of Strategy and Innovation

**Reports to:** Chief Executive Officer

**Language:** English- French, Spanish desirable

**Location:** Ottawa

**Deadline for Applications:** April 30, 2108

#### **BACKGROUND**

The MATCH Fund is Canada's first and only international women's fund. We support women's rights organizations around the world to dismantle barriers, change systems and, ultimately, transform their societies. As a philanthropic engine moving resources into the hands of innovative organizations around the world, The MATCH Fund is determined to shift power and resources to the women driving change at the grassroots. It is a unique moment in time to join the organization and play a driving role in our evolution.

As the Director of Strategy and Innovation, you will be the architect behind the development of The MATCH Fund's roadmap to smartly execute this unique stage of growth. You will lead strategic initiatives and build on the organization's unique offering in Canada and globally. In this position you will wear many hats- you will support the executive team to manage opportunities and guide the inception and rollout of strategic initiatives for the whole organization across Global Programs, Policy and Advocacy, Communications, Fundraising and Operations. You will be an anchor for the organization and cultivate a learning culture amongst a growing team, in addition to implementing a learning and impact system throughout the organization. You will have the opportunity to integrate innovative and feminist systems and tools into our everyday work and in our global partnerships. This role is very much a 'holder of the whole' and will play a lead position in refining and strengthening the organization's culture, systems, programs and partnerships in this exciting period of growth and transition.

#### **NATURE AND SCOPE**

The Director of Strategy and Innovation is a thought leader driving strategy development and overseeing progress towards the organization's strategic goals. Your day job consists of working with team members across all departments to refine overarching organizational goals and strengthening The MATCH Fund's Theory of Change which sits at the intersection of women's rights and innovation.

In this role you will identify and assess opportunities to leverage the organization's unique position within Canadian philanthropy -and globally within the women's funding

movement- to develop cohesive strategies that support the short and long term growth plans that will ultimately move more resources into the hands of women's movements around the world. You will be responsible for leading organizational reviews, driving innovation and using research, landscape analysis, planning and evaluation to ensure strategic goals and benchmarks are met. You will play an instrumental role in building organizational capacity and learning frameworks to support strong evidence gathering and story-telling about The MATCH Fund's impact.

But this role also involves scouting, incubating and nurturing opportunities, ideas and innovation that may or may not take root. You will thrive in this role if you like to make things happen and see them through.

In order to do this job well you are a natural builder with exquisite relationship skills, and you are seamlessly able to move across the organization when needed. You thrive in a highly collaborative team oriented environment and must be passionate about the women's fund model and vision for transformative change.

#### **KEY RESPONSIBILITIES**

- Lead research, strategic planning and strategic initiatives to advance innovation within the organization, integrating strategy development across organizational functions;
- Lead the development of organizational strategies of short and long term growth objectives;
- Identify and assess new opportunities for engaging with key stakeholders and facilitate strategic dialogue in particular with women's movement actors, donors and governments to drive change;
- Develop organizational capacity and core competencies for strategy, planning and tracking progress. Priority focus on refining organizational Theory of Change and Monitoring, Evaluation and Learning MEL framework with metrics and targets consistent with goals;
- Work closely with Global Program team to integrate applied innovation into the design and implementation of program activities, partner accompaniment, monitoring, evaluation and learning strategies for the most dynamic support to partners in the global South;
- Be first on deck, in close collaboration with the CEO, to bring new strategic initiatives to life through building shared vision, deepening relationships and securing commitment;

- Provide detailed and accurate reporting for organizational stakeholders (Board, senior managers) as required to enable strategic decision making.

#### **QUALIFICATIONS AND COMPETENCIES**

- Masters level degree in management, international development, or any other related field. In addition, university-level academic or professional training in women's studies, social development and/or human rights;
- 5-7 years' professional experience in a leadership role in strategy development, preferably in the social innovation sphere;
- Relevant experience in monitoring, evaluation and learning frameworks in social justice, grant-making or international development organizations;
- Strong understanding of feminist issues, advocacy, movement building and/or funding environment facing women's rights organizations in the global South;
- Demonstrated ability to foster an environment for ideation, prototyping and implementation of creative ideas;
- Strong computer skills and superior verbal and written communication skills in English. Fluency in a second language (French, Spanish, Arabic) is a significant asset;
- Demonstrated capacity to work both in a self-directed manner and collaboratively with team members, grantees and other stakeholders;
- Demonstrated capacity to think strategically and analytically, with expertise in complex problem solving and/or design thinking;
- Ability to work within a diverse team and with communities from politically and culturally diverse backgrounds;
- Ability to work under pressure and to meet deadlines.

#### **How to Apply:**

**Please submit your CV and cover letter quoting "Director of Strategy and Innovation" to [recruitment@matchinternational.org](mailto:recruitment@matchinternational.org) by April 30, 2018.**

Only candidates selected for an interview will be contacted. We welcome and encourage applications from people of all abilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.