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## **Job Description—Director of Strategic Leadership Initiatives**

Big Win Philanthropy's core work centers around direct support for the implementation of government-led initiatives in Africa that have high potential to dramatically transform life opportunities for children and young people at scale. Alongside this direct support, Big Win supports a stream of "leadership development" activities intended to:

- Grow the capacity of the leaders setting the direction for their cities, regions and countries to envision and deliver transformational agendas
- Build a community among leaders across the continent ambitiously striving to bring about transformational change for their people
- Shine a spotlight on those exemplifying exceptional leadership
- Work toward a new narrative around leadership on the continent

Big Win is seeking a Director of Strategic Leadership Initiatives to direct a set of large scale, strategic programs, including:

- A continental event gathering Heads of State, Ministers, regional leaders, and other public sector leaders in the Big Win family that will grapple with some of the biggest common opportunities and challenges facing the continent;
- Support for high level initiatives spearheaded by former public sector leaders that have the potential to galvanize resources and support; and
- A messaging and communications strategy around public sector leadership that recognizes transformative initiatives, makes the case for the effectiveness of better leadership, and changes the perception of the public sector's potential in driving change.

In addition to these dedicated workstreams, the Director of Strategic Leadership Initiatives will work with the President and the existing leadership development team on Big Win's current slate of leadership development work, which embraces the following strategies:

- Convening annual forums for cohorts of public-sector leaders to challenge their mindsets around leadership, encourage them to establish "legacy" agendas, and support them with a framework for implementation bespoke to their legacy initiatives (examples include the Harvard Ministerial Leadership Program for federal ministers and the AMALI program at the University of Cape Town for mayors and urban governors)

- Cabinet workshops requested by a prime minister, governor, or mayor
- Leadership Exchanges organized to examine a country's, region's or city's exceptional progress on an area of common concern
- Side meetings at international gatherings
- Conferences and reunions that foster a community of practice
- Thematic workshops, armchair discussions and roundtables

Working alongside Big Win's President and under the direct supervision of the CEO, Big Win's Director of Strategic Leadership Initiatives will:

- Ensure all leadership activities have a clear outcome-driven and cohesive arc intended to fully engage and use participants' time judiciously and to concretely enhance their ability to envision and deliver transformative initiatives that optimize their time in office.
- Apply the learnings of adaptive leadership, coaching, and other leadership development strategies to strengthen the impact and resonance of Big Win's programs.
- Work with the President and COO to convey and inspire others with news of the transformative work being led and impact being achieved across the continent by government leaders partnering with Big Win, as well as explain how Big Win can support new potential government partners.
- Work with the President and the directors of Big Win's institutional partners (such as the Executive Directors of the Harvard Ministerial Leadership Forum and the AMALI initiative) to conceptualize, shape, evaluate, and build on annual forums.
- Propose and develop thematic workshops when appropriate that gather leaders to imagine and share solutions to shared pressing issues.
- Take a public-facing role in delivering leadership development programs, including by facilitating sessions and presenting on adaptive leadership.
- Initiate and support communications activities that raise the visibility of leaders who are advancing transformational initiatives.
- Develop productive relationships with Big Win partner leaders and maintain an active community.
- Help source global experts to advance the work of Big Win partner leaders.

In 2025/2026, Big Win intends to organize a convening of approximately 50-75 African leaders with whom the foundation has partnered and who have been among those most committed to driving transformational impact on the continent. The Director of Strategic Leadership Initiatives will be the point person for this initiative. Specifically, the Director, in consultation with the President, CEO and a Board Committee of Big Win, will be expected to design the agenda of a two-day forum that will challenge participants to grapple with areas of universal opportunity and challenges. We anticipate this will require overseeing the production of various facilitation tools including short films, case studies and simulations.

#### Key Skills and Attributes

- Strategic design orientation
- Outstanding writer, with proven ability to communicate effectively outside the development sphere
- Understanding of public sector leadership and belief in the ability of government to contribute to human capital development
- Ability to understand and advise on implementation of an agenda in a complicated political environment
- Familiarity with or willingness to study the technical aspects of adaptive leadership

- Experience and standing to speak to senior government leaders as peers
- Strong moral compass and adherence to rigorous ethical practice
- Dedication to development on the continent across national and party lines
- Willingness to work non-prescriptively
- Deep knowledge and understanding of politics across Africa
- Fluency in spoken and written English required; knowledge of additional languages widely spoken in sub-Saharan Africa a plus
- Strong verbal communications, networking, and relationship building skills
- Ability to travel extensively

#### **Personal Qualities and Attitudes**

- Team player with excellent people skills and with highly developed communication, presentation, negotiation and influencing skills
- Full alignment with the Big Win ethos of supporting the ambition of policy champions at national level without prescribing external agendas
- An eye for detail and an understanding of the high standards required by Big Win and its partners
- Go getter and problem solver

#### **Other**

- Our office is in Central London; the role will require travel to and throughout sub-Saharan Africa.
- The position is full-time; physical attendance in our office is required on all working days.
- Compensation is based on experience.
- Equal opportunities employer.

Interested applicants should email a cover letter describing the applicant's interest and relevant experience, together with a full current CV, to [humanresources@bigwin.org](mailto:humanresources@bigwin.org). Please include "Director for Strategic Leadership Initiatives" in the subject line.