

MILLAR CAMERON



# PRESIDENT AND CEO *BRIDGES TO PROSPERITY,* *EAST AFRICA*

PEOPLE · PASSION · PERSISTENCE

A group of women in colorful traditional attire are walking across a wooden plank bridge over a river. The bridge is made of wooden planks and has a rope railing. The women are wearing headwraps and patterned dresses. The background shows a lush green landscape with a dirt path and some people in the distance.

PRESIDENT AND CEO, *BRIDGES TO PROSPERITY*

## ABOUT *BRIDGES TO PROSPERITY*

*Bridges to Prosperity envisions a world where poverty caused by rural isolation no longer exists.*

Rural isolation is a root cause of poverty, and we believe that connection is the foundation to opportunity. We work with local communities, partners and foundations, to build trailbridges that connect residents to education, health care and economic opportunity. With a sophisticated data collection and evaluation program, we're able to prove that the value and impact of our work is sustained long after the opening celebration.



PRESIDENT AND CEO, *BRIDGES TO PROSPERITY*

# BRIDGES TO PROSPERITY, EAST AFRICA

## LOCATION

This position is based in the East Africa region with 90% of the first year based out of one of Bridges to Prosperity's current international offices (Kigali, Kampala).

## TRAVEL

This position requires frequent international travel.





Image Collin Hughes/Bridges for Prosperity

## THE ROLE: PRESIDENT AND CEO

# DIMENSIONS OF THE ROLE

### *Strategic Vision and Leadership*

- Work with leadership to drive long-term strategic planning, annual planning and quarterly leadership check-ins. Drive effective communication channels to ensure short-term objectives align with long-term goals
- Collaborate with the Board to refine and implement the strategic plan while ensuring that the budget and key performance indicators are met
- Provide inspirational leadership to staff, and ensure the continued development and management of a professional and efficient organization

### *External Relations*

- Hold key partner relationships, including with government, donors, and investor stakeholders, for the organization and work with Development and Partnerships team to achieve related advocacy and revenue objectives
- Manage VP of Development to ensure the successful formulation and execution of comprehensive marketing, branding and development strategies that will ensure consistency throughout the organization and enhance revenue from major donors, foundations, government agencies, and corporations
- Mentor externally-focused staff throughout organization as needed



## THE ROLE: PRESIDENT AND CEO

# DIMENSIONS OF THE ROLE CONTINUED

### *Board Management*

- Cultivate a strong and transparent working relationship with the Board and ensure open communication about the measurement of financial, programmatic, and impact performance against stated milestones and goals
- Build a diverse and inclusive Board that is highly engaged and willing to leverage and secure resources
- Reporting to Board of Directors and Board Chair

### *Talent & Culture*

- Drive best-in-class talent practices and continuously recruit top-tier talent to open up organizational capacity and to drive growth
- Build a diverse, equitable and inclusive global team

### *Management*

- Manage Chief Financial Officer, Chief Strategy Officer, VP of Operations, VP of Development, VP of Development Management and VP of Evaluation to ensure all new program initiatives fit within the strategy
- Review work plans from VP of Operations to ensure alignment with strategy
- Ensure the Chief Financial Officer properly builds and implements strong financial control and management practices
- Work with Chief Financial Officer and VP of Development to ensure the flow of funds allowing Bridges to Prosperity to make continuous progress towards the achievement of its mission and strategy, and that those funds are allocated properly to reflect present needs and future potential



# SKILLS AND QUALIFICATIONS

*To apply for this role, please ensure that you have the following skills and experience:*

- Minimum of a BA, ideally with an MBA, MPA, or related advanced degree
- At least 15 years of organizational leadership experience
- Significant board development, fundraising, marketing/branding and fiscal management experience a must
- Ability and experience working with both national and local government agencies
- A financially savvy and politically astute leader with the ability to set clear priorities, delegate, and guide investment in people and systems; keen analytic, organization and problem-solving skills, which support and enable sound decision making
- Excellent coalition building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders; a persuasive negotiator able to achieve consensus amongst differing opinions
- Outstanding presentation and communication skills and the experience and proclivity to be an outgoing spokesperson, relationship builder, and fundraiser
- A deep, personal connection to East Africa including significant experience living and working in the region. East African candidates are strongly encouraged to apply
- Strong commitment to the professional development of staff; successful track record of recruiting and retaining a diverse team

*Please send your CV and contact details to Alison Cannon who will contact you to discuss your application in more detail.*



*Contact: Alison Cannon*

Tel: +44 203 800 0306

Email: [alison.cannon@millarcameron.com](mailto:alison.cannon@millarcameron.com)





WHO ARE MILLAR CAMERON

# FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

## A SEAMLESS JOURNEY

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*Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.*

*Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.*

*We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.*

*Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.*





Image Collin Hughes/Bridges for Prosperity

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