

MILLAR CAMERON

CHIEF EXECUTIVE OFFICER
*WEST AFRICA VOCATIONAL
EDUCATION (WAVE)*



PEOPLE · PASSION · PERSISTENCE

ABOUT WAVE

WAVE is solving what is arguably the biggest challenge on the continent: youth unemployment. In West Africa, 40-85% of youth, more than 50 million, are unemployed or underemployed. Meanwhile, job creation in the region is on the rise. The disconnect between work-ready youth and the employment market must be bridged. WAVE gets young people ready for work and connects them to the right entry-level jobs. Since 2013, they have trained over 3,000 unemployed youth and transitioned over 70% of them into employment, entrepreneurship, or education/training opportunities that double their incomes

within one year. More broadly, WAVE aims to "re-wire" Nigeria's education-to-employment system by facilitating collaboration between employers, educators, and the government to develop industry-relevant competencies that ensure a successful transition into the labor market. Their vision is a world where every young African has access to the skills and opportunity to become what they imagine.

WAVE was founded 11 years ago by Misan Rewane, who started the organization to tackle the pressing issue of youth unemployment in West Africa. Inspired by

her own experiences and the broken education system in Nigeria, Misan, along with three classmates from Harvard Business School, launched WAVE to identify, train, and place young people in entry-level jobs. Her vision for WAVE was to create a movement where employers hire based on competencies rather than credentials, and educators focus on developing 21st-century skills. By doing so, WAVE aims to provide young people with the skills and opportunities they need to succeed, ultimately transforming the education-to-employment system.

WAVE'S PROGRAMS

WAVE offers several programs and services aimed at empowering youth and helping businesses grow.

Academy: WAVE's Academy provides employability skills training for underserved youth through innovation labs. These labs aim to improve the financial sustainability and scalability of income transformation models. They offer training in essential skills like communication, emotional intelligence, and problem-solving, with an emphasis on job readiness. WAVE also runs mobile academies, "Academy in a Box," which bring training to various regions, partnering with governments and organizations to combat youth unemployment.

Growth: WAVE's Growth services focus on expanding youth access to jobs and improving their employability. By engaging in partnerships with employers, government agencies, and donors, WAVE helps scale solutions that address youth unemployment. Their approach includes regular mentorship, coaching, and workshops that provide continuous support to alumni, ensuring long-term career success.

Corporate Training: WAVE offers Corporate Training tailored to meet specific business needs. They use a consultative approach, assessing company systems and personnel to design training programs that enhance employee performance. They have worked with businesses across various sectors such as telecommunications, retail, healthcare, and more, providing customized solutions to improve behavioral and soft skills within their teams.

Recruiting: WAVE's Recruitment service matches businesses with candidates from their pool of over 3,000 trained individuals. Using a combination of psychometric testing and competency assessments, they ensure the right fit for job roles. Their recruitment services include a replacement guarantee and access to discounted training for partner organizations.

Movement Building: WAVE's Movement Building efforts focus on scaling their impact through partnerships and advocacy. By working with government agencies, businesses, and international organizations, WAVE helps create systemic changes that support youth employability and reduce unemployment. Their goal is to inspire collective action and bring together stakeholders to transform the labor market.





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WAVE'S 5 YEAR STRATEGY:

WAVE's five-year strategy centers on income transformation, aiming to go beyond job placement to focus on salary enhancement. This strategy will be executed through three key initiatives:

- **Comprehensive Skills Training:** Integrating technical skills training with soft skills development to enhance youth employability and secure better starting salaries.
- **Growth Partner Strategy:** Expanding WAVE's training programs into new states through strategic partnerships.
- **Research and Advocacy:** Leveraging Op-Eds and strategic partnerships to promote hiring based on competencies rather than credentials.

The overarching goal of these initiatives is to prioritize outcomes, specifically focusing on income transformation.

Near-Term Priorities:

- **Team Alignment and Engagement:** Building a highly mission-driven team by addressing staffing gaps and embedding motivational elements into the work environment.
- **Brand Awareness:** Enhancing WAVE's brand visibility and positioning WAVE as a leader in youth employment and sustainable solutions.
- **Fundraising:** Expand on WAVE's fundraising, with increased resource mobilization.

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MAIN RESPONSIBILITIES:

WAVE is looking for a Chief Executive Officer who will set strategic direction, drive organizational growth, and foster partnerships with stakeholders to enhance the employability of underserved youth across West Africa. This role requires a visionary leader with a strong background in program management, strategic leadership, and a passion for social impact, particularly in education and workforce development.

LOCATION:

LAGOS, NIGERIA

TRAVEL:

REGULAR INTERNATIONAL TRAVEL

START DATE:

Q1, 2025

DIMENSIONS OF THE ROLE:

Key Responsibilities

Program Oversight: The CEO will provide supervisory and advisory support to the programs lead, who directly manages program oversight. They will develop strategies for implementing, monitoring, and evaluating programs, and provide oversight to the Business Intelligence Unit. Periodic strategy review and development are also part of this role.

Donor Relationship Management: The CEO will lead fundraising efforts, including overseeing grant writers, who also support reporting, donor research and prospecting. They will build and maintain donor relationships, organize fundraising roadshows, and travel as needed. Representing WAVE at conferences and overseeing the planning and execution of the Annual Report are also key responsibilities.

Financial Oversight: The CEO will manage the organization's finances, ensuring resources are used prudently within budgeted guidelines. This includes developing the annual budget and reviewing monthly financial reports and cash flow.

Board management: The CEO will handle board administration, including organizing quarterly board meetings and providing monthly board updates.

Movement Building: The CEO will lead movement-building efforts, focusing on convening around the principle of competence over credentials.

Stakeholder management: The CEO will hold relationships with government and other strategic partners.

DIRECT REPORTS

The CEO will directly manage the following team members, each of whom oversees staff within their respective departments. Additionally, the CEO will be supported by an Executive Assistant responsible for logistics and coordination.

- Programs Lead
- Support Lead
- People Lead
- Finance Lead
- Communications Lead
- WAVE Recruiting Lead
- Government Partnership Lead
- Head of Growth



HOW TO APPLY

The ideal candidate for WAVE's CEO position:

- Is a dynamic and hands-on leader who is not afraid to roll up their sleeves and tackle challenges head-on
- Possesses exceptional problem-solving skills, allowing them to think on their feet and make sound decisions in high-pressure situations
- Holds a proven track record in strategic leadership
- Is adept at navigating complex environments and driving organizational success
- Is a natural team builder who excels at encouraging and motivating their team
- Has both flexibility and autonomy in their work
- Excels at story telling and is able to communicate effectively on a global stage
- Understands the importance of collaboration and is skilled at creating an inclusive and supportive work environment
- Has the ability to inspire and lead by example and ensures that the team remains aligned with WAVE's goals and values
- Holds a strong background in donor relationship management, financial oversight, and program supervision, bringing a comprehensive skill set that will drive WAVE's growth and impact
- Has a passion for WAVE's mission is evident in their commitment to fostering educational and economic opportunities, particularly in underserved communities

Values

- WAVE's values are carried out in the way they work with each other and their clients. They pride themselves on building each other up, as they build up their community

The CEO needs to embody the following:

- Putting People First: Prioritizing the needs and development of individuals
- Integrity: Maintaining honesty and strong moral principles
- Accountability: Taking responsibility for actions and outcomes
- Willingness to Learn: Embracing continuous learning and improvement
- Paradigm Change: Challenging and changing existing norms to create a fairer and more inclusive labor market

Please send your CV and contact details to Victoria or Tracy who will contact you to discuss your application in more detail.



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Contact: Tracy Dawson

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WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

A SEAMLESS JOURNEY

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.

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