



JOB TITLE: Entrepreneurship and Learning Manager

Location: Unguja, Zanzibar, Tanzania

Contract Length: 1 year, renewable

Commitment: Full time, 37.5 hours/week

Compensation: 3,520,000 TZS/month (gross) + Health Benefits

Start Date: November 2024

About Youth Challenge International (YCI)

YCI is a leading global youth development organization that promotes youth innovation to drive positive change. Together with our partners we create market ready solutions that catapult youth around the world to succeed and prosper; we are driven by youth and their potential to affect positive change in the world. Our solutions are focused – always keeping the young people we are designing for and with at the center of the conversation. Our approach is rooted in creativity and constantly evolving to respond to changing needs and market realities. YCI is an organization where diversity and talent come together to shape a better future for youth around the world

HerStart Innovate the Future

HerStart: Innovate the Future is an initiative developed by Youth Challenge International to foster and create innovative solutions for a more equitable and prosperous economy within Ghana, Tanzania and Uganda.

The program includes training and support for aspiring entrepreneurs in social enterprise, gender responsive business planning, the measurement of social impact, and access to finance. Canadian volunteers will be engaged in providing human capital support activities through on-site placements and capacity building initiatives with partner organizations.

Position Summary:

Reporting to the Project Lead in Zanzibar, the Entrepreneurship and Learning Manager will play a key role in the HerStart team, providing technical entrepreneurship support to

all project stakeholders and fostering a culture of learning within the team. Collaborating with partner organizations, the YCI team, Canadian volunteers, the Entrepreneurship and Learning Manager will coordinate activities related to training, coaching, mentorship, and funding for HerStart participants. They will ensure training quality through coaching and support to HerStart facilitators to meet the changing needs of young women entrepreneurs. In close collaboration with the global YCI team, the Entrepreneurship and Learning Manager will also lead the Zanzibar team in learning systems management and support in data collection.

We are seeking a passionate, skilled, and creative candidate with social entrepreneurship and learning experience to deliver exceptional results. We are looking for people to join our team who believe in youth as powerful agents of change, and those who are passionate about contributing to women's empowerment and advancing both national and global gender equality agendas.

Responsibilities include:

- **Learning System Management (30%):** Ensure rigorous data quality control through proactive, participatory monitoring approaches for Catalyst Fund recipients; Contribute to data collection efforts as needed; Contribute to the development of the knowledge management system, including supporting the design of context appropriate data collection tools; Collaborate with YCI staff, volunteers, partners and stakeholders to identify best practices and lesson learned and strengthen the integration of program learnings across all facets of program delivery and to ensure sustainability; Inform HerStart communications and reporting initiatives with project results and performance reports, success stories, and consolidated data.
- **Small Business Growth and Technical Leadership (20%):** Manage the HerStart coaching and mentorship programs to inspire a culture of entrepreneurship across the program in Zanzibar; Leverage tools such as the Business Model Canvas to inform participants enterprise research, prototyping and planning, and identification of market appropriate value chain opportunities; Coordinate support for HerStart participants applying for the Catalyst Fund; Provide partners, mentors, staff and volunteers with coaching on how to effectively support HerStart participants.
- **Training Quality Assurance (20%):** Act as a Master Trainer for HerStart facilitators in Zanzibar; Provide technical support in the preparation of training modules and learning materials on main project themes, including social entrepreneurship, green business and women's leadership development; Provide trainings, resources and curriculum updates to continually meet facilitator and participant needs; Closely monitor training quality and design and contribute to ongoing quality improvement of training materials and processes as needed;

Work closely with HerStart Entrepreneurship and Learning Managers in Uganda and Ghana to share insights and lessons learned.

- **Ecosystem Development (10%):** Grow and maintain a network of robust mentors who can tangibly support enterprise development; Refer entrepreneurs to resources necessary to maximize business growth including funding opportunities, networks, professional services (legal, accounting, planning department) and mentorship opportunities; Engage Canadian volunteers in ecosystem development aligned with participant needs.
- **Volunteer Management (10%):** Supervise international volunteers in their professional deliverables that advance the goals of HerStart, and/or partner organizations; Provide coaching and mentorship to ensure their meaningful engagement and integration into the HerStart program; Leverage their expertise in the development and delivery of initiatives; Support in the onboarding of volunteers and support their success.

Skills and Experience:

- Self-starter with 5+ years of enterprise development experience in Zanzibar
- Passionate about investing in women and youth livelihoods and inspired by the possibilities of innovation and entrepreneurship
- Have a talent for fostering relationships with young people and diverse stakeholders
- Aligned with the Lean Startup approach and familiar with design thinking
- Demonstrated ability to mentor and support ventures at both the start-up and growth phase
- Informed by a strong network and keen understanding of the Zanzabari entrepreneurial ecosystem
- Possess a learning orientation and willingness to participate in ongoing professional and personal development
- Thrive as a team member and work respectfully and inclusively with diverse stakeholders, including international volunteers

- Passionate about participatory approaches to training and learning and have experience in facilitation
- Demonstrate an integrated understanding of the principles of gender equality and the empowerment of young women, including a familiarity with the socio-economic profile of young women in Zanzibar
- Demonstrate commitment to issues and programs in gender equality and women's empowerment
- Experience with new business development and implementation

- You are an effective communicator with excellent written and verbal English proficiency
- You are a permanent resident or a Citizen of Tanzania (preference will be given to Zanzibar residents.)

Prevention of Sexual Abuse and Exploitation

Youth Challenge International (YCI) commits to a zero-tolerance policy towards sexual exploitation and abuse (SEA) and considers any such acts a gross misconduct and grounds for dismissal. YCI recognizes the unequal power dynamics inherent in international development work and our responsibility to protect the human rights of the communities we serve and provide an environment free of sexual exploitation and abuse.

Protection from Sexual Exploitation and Abuse (PSEA) is everyone's responsibility, and all employees are required to sign and adhere to the PSEA Policy and Code of Conduct, at all times. All employees must ensure that they understand and act in accordance with this clause.

APPLY NOW

Deadline to apply: Sunday, October 27, 2024

Applications will be reviewed on a rolling basis as they are received, so we encourage early submissions. No phone calls about the position can be accepted. We thank all applicants for their interest; however, only those selected for an interview will be contacted.