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International Budget Partnership

Country Manager for Senegal

Executive Brief

September 2018



About the International Budget Partnership



IBP Country Manager for Senegal

The [International Budget Partnership \(IBP\)](#) is looking to appoint a dynamic political strategist with a strong understanding of fiscal governance and a proven ability to engage and support effective civil society led campaigns to lead its work in Senegal.

The International Budget Partnership (IBP) was founded just over 20 years ago on the belief that meaningful citizen engagement can open budget processes and promote policies that reduce poverty. If we are to democratize budgets for more equitable outcomes, ordinary citizens, especially the most marginalized, must have a voice.

A Bold New Approach

Strengthening Public Accountability for Results and Knowledge initiative (SPARK) is the new flagship programme from IBP. *The goal is to support and leverage public engagement around service delivery issues that affect citizens' lives as an entry point to shaping budget processes and outcomes in the directions of justice, inclusiveness and democracy.* The focus of work in Senegal will be to better link budget expert groups with campaigns, communities, and activists working to advance a specific issue or service specific campaigns. At its core, SPARK is about building civil society capacity

An Exciting Opportunity

This position offers the unique opportunity to design and implement a new country strategy in Senegal under IBP's global SPARK programme. It offers the chance to effect change and impact lives by ensuring that public resources match public priorities. Senegal is one of seven priority countries where the SPARK program will be implemented and this position will spearhead the planning and implementation of the new country strategy.

IBP is a cutting edge, passionate and devoted organization which admires people who can bring new ideas to the table. This is a wonderful opportunity to contribute to their mission and really make a change.

Duties and Responsibilities:

Essential duties of the job include, but are not limited to, the following:

Strategy and Learning

- Leads an analytical process to identify the best entry points for SPARK in Senegal with a focus on reaching out beyond professional NGOs to grassroots movements and organisations and identifying the issues that they wish to mobilise around and we think are amenable to a budget advocacy approach.
- Leads and directs the development and implementation of the SPARK in -country strategy, including identifying the key program partners, and planning and providing the optimum mix of support that partners require to increase the impact of their strategic engagement.
- Oversees and facilitates planning, monitoring and evaluation, and learning processes that feed into adaptive country program strategies at country level in accordance with overall SPARK and IBP frameworks and processes, and in collaboration with SPARK and Strategy and Learning (SALT) teams.
- Collaborates with SPARK action research partner institutions and in-country researchers to ensure action research is embedded in program activities and learning processes.

Networking and Partnerships Development

- Maintains current knowledge of public financial management and broader civil society space, governance and political economy issues within the country.
- Identifies and cultivates opportunities for new partnerships and forms of engagement.
- Represents IBP at the national, and where appropriate the regional level.
- Manages relations with partners in -country, including facilitating linkages between and among grantees, broader civil society partners and other key governmental and non-governmental stakeholders.
- Ensures that partners are provided with analytical support, technical assistance and learning facilitation in a timely manner. This includes workshops and meetings with program partners and technical advice for designing and completing technical and political analysis needed to strengthen their campaigning and engagement efforts.

Financial and People Management

- Supports partners in the processes of applying for, and overseeing the use of their SPARK grant resources, as appropriate and/or required.
- Manages and monitors the annual budget for the Senegal country strategy and conducts outreach for potential donor partners in/for the country, as may be designated by the Executive

Director, to explore, negotiate, and secure funding support required to implement the IBP country strategy.

- Leads and directs the work of in-country consultants, as appropriate, to undertake the effective implementation of the country strategy, including engagement with government actors, media, and other relevant stakeholders.
- Ensures that the strategy reflects IBP's shared values in all aspects of the work, and that colleagues and consultants perform their duties and functions in a collaborative, effective and supportive team environment.

Other Responsibilities

- Participates in IBP all-staff retreats, and in all Spark Team meetings.
- Develops terms of reference for independent contractors required in the implementation of the IBP country strategy, negotiates and secures approval for these terms of reference, and recruits and manages consultants for the IBP country strategy as appropriate.
- Supports the Director of Country Strategies in managing all awards to IBP that support work in the country, whether for SPARK or other activities under the country strategy, including narratives for proposals, reports, and other communication materials as required.
- Implements and complies with IBP administrative and financial protocols, policies and procedures.
- Fluency in English and Bahasa (writing, reading and speaking) required.

Required Experience and Qualifications:

Education

The ideal candidate must hold a Master's Degree in Public Finance Management, Public Administration, Public Management, Public Health, Social Sciences or another relevant subject. Equivalent experience in a relevant field combined with specialized experience in similar organization/s, may be considered in lieu of a Master's degree.

Required Experience

- Minimum 8-10 years of experience in fiscal governance, government budgeting or public policy, or related development field, in Senegal
- Proven effective networker with considerable social influence able to convene broad reform coalitions of civil society, media and government in country.
- Proven success at conducting or supporting grassroots advocacy campaigns that have led to policy change.
- Substantial working knowledge of fiscal governance, government budgeting or public policy, or related development field, in Senegal.
- Proven ability to work with marginalized communities and the organisations that represent them.
- Proven ability to understand of the complexities of power and political dynamics and how they relate to inequitable outcomes.
- Experience in managing adaptive program implementation, including leading and directing program teams, managing program budgets and grant funding to civil society organizations, and proactively coordinating with other work units of a larger organization.

- Experience of building relationships between accountability actors (like parliament, auditors and media) and poor and excluded communities.

Core Competencies

Political and Analytical Skills

- Strategic thinker, superior political analytical skills; and strong experience in identifying and addressing challenges that relate to the successful positioning of CSO partners in the country context. This includes:
 - Deep understanding of the complexities of power and political dynamics in the country and how they relate to exclusionary fiscal governance and inequitable service delivery outcomes
 - Ability to constantly read and interpret the environment for opportunities that will advance IBP's country strategy priorities in general, and the initiatives of CSO partners directed at realizing budget impacts and outcomes in particular
 - Ability to creatively adjust and refine IBP's country strategy as may be required to take advantage of openings in the environment
 - Ability to advise CSO partners on effective strategies for campaigns and engagements, based on extensive knowledge of both successful and less successful approaches and experiences
 - Ability to identify potential problems and formulate alternative courses of action

Capacity Building and Engagement

- Extensive experience in building capacity of CSOs and supporting CSO and citizen engagement in fiscal governance processes and issues. This includes:
 - Ability to support CSO partners in strengthening their own analytical and strategic capacities needed for their campaigns and other engagements.
 - Ability to engage with membership-based and grassroots organizations (unions, cooperatives, social movements) around service delivery and public resources issues.

Relationship Management

- Strong interpersonal skills, including the sensitivity for building relationships and alliances across different groups, and the ability to thrive in and contribute to a culture of collaboration and teamwork in a diverse work environment. This includes:
 - Ability to establish, support, and grow networks of CSOs, including CSO networks for specific service sectors or issues, as well as multi-stakeholder networks where CSOs actively engage
 - Ability to effectively facilitate the connections between CSOs partners, and their networks, and other accountability actors from government, oversight institutions, the media, and other CSOs
 - Ability to support CSO partners gain the skills to build and strengthen relationships with other accountability actors

Leadership and Management Skills

- Extensive management experience, covering the key areas of grant management, managing implementation of advocacy, research and networking undertakings, and managing staff and budgets. This includes:
 - Ability to effectively oversee the administration of grant awards to CSO partners
 - Ability to plan, execute and manage budgets for the country program
 - Excellent written and verbal communication skills; high-level ability to communicate effectively with partners, colleagues, consultants, and representatives of government and other multilateral organizations
 - Demonstrates a high level of organization; a strong ability to prioritize tasks to meet multiple deadlines
 - Ability to work independently with minimal supervision, while maintaining regular and frequent communication with other colleagues geographically dispersed
 - Proficiency with Microsoft Office package, required; proficiency with other specialist software applications, desirable
 - Proficiency in language(s) relevant to the country is required

Personal Attributes

- Personal qualities of integrity, credibility and a commitment to and passion for IBP's mission
- Highly flexible and adaptable to shifting environments and works very well under pressure
- Motivated to learn and willing to contribute to learning initiatives

Physical Demands

- In-country travel may be extensive at times, more limited travel internationally

Terms of Appointment

This is a full-time position. Salary is competitive and commensurate with qualifications and experience. IBP offers a generous vacation and leave program and competitive benefits. Candidates must be eligible to work in Senegal.

Key Steps in the Selection Process

1. If you wish to be considered for this position, please forward a copy of your CV and a supporting letter in **Microsoft Word format**, along with any relevant documentation to **Mr Rolando Rivera Liro** at rrivera@sri-executive.com before **October 23rd 2018**. All information will be in the strictest confidence as we pride ourselves on our professional service. We will revert to you as soon as feasible when we have reviewed your application.
2. During the recruitment process, SRI Executive Search will require your cooperation in completing a Competency Profile. You will also be required to participate in a number of telephone or Skype conversations with the team to ensure there is a clear understanding of the Terms of Reference and also an appropriate “fit” for you and the International Business Partnership (IBP).
3. We will require that you provide us with full details of three people who are willing to act as a referee. We will not contact these referees without your express permission. Please note that reference checks may be conducted prior to your face-to-face interviews.
4. Once we have the details of all those interested in going forward for this role, we will evaluate all applicants against the requirements of the role as outlined above. SRI will conduct a number of interviews with interested parties.
5. Should both the parties wish to proceed an interview with the Selection Committee will take place. Date and location of the face-to-face interview with the committee will be determined at a later stage of the process. Please note a meeting with SRI Representatives may be required prior to this. You may be asked the terms and conditions that you would require for an offer to be acceptable to you.
6. After you meet with the Selection Committee, we will advise you of the Committee’s decision as soon as possible. At the selection stage should you be the preferred final candidate, our client will likely extend a verbal offer to you. Please note that the successful candidate will be required to furnish us with original copies of their qualifications prior to an offer being extended.

