



## **Chief of Party (COP)**

### **Job Description**

Inclusive Development Partners (IDP) is seeking a Chief of Party (COP) for the planned USAID-funded Strengthening Pathways to Language, Literacy and Learning for Deaf Learners (SPLD) activity in Rwanda. This Activity seeks to improve literacy outcomes for all children by the end of Primary 3 (P3) by: 1) improving parental and community support for deaf learners; 2) strengthening teacher RSL fluency and bilingual (Rwandan Sign Language (RSL) to Kinyarwanda) deaf education pedagogy; and 3) increasing youth engagement to support RSL learning and deaf learners.

IDP is seeking a COP for a proposed full-time job of 4 years, to lead the SPLD activity and lead a team of diverse members. The COP will provide technical and management oversight of the activity. This position will be based in Kigali, Rwanda. The COP will report to the SPLD Project Director based in the United States. Proficiency in Rwandan Sign Language or other sign language preferred. Familiarity with literacy instruction, inclusive education, deaf education, deaf culture, the deaf community, and the needs of deaf, deafblind, deaf disabled, and hard of hearing learners strongly desired. Preference given to nationals or those living in Rwanda with commensurate experience.

### **Specific Responsibilities**

- Drive overall strategy and supervise technical and administrative staff including providing project management, operations, and financial leadership to attain the activity goals.
- Collaborate and facilitate regular communication with activity partners.
- Provide strategic leadership and coordination of activity interventions at the national, regional, and community levels and with civil society including disabled persons' organization (DPOs).
- Serve as the primary liaison between USAID, government counterparts, activity stakeholders, implementing partners, private sector entities, and other donor-funded education projects.
- Lead the strategic planning of the activity, such as annual work planning, and oversee implementation of workplan activities and delivery of annual targets.
- Identify issues and risks associated with activity implementation in a timely manner and guide appropriate adjustments.
- Oversee the activity's financial oversight and procedures, ensuring compliance with local labor laws, USAID regulations, and IDP policies and procedures.
- Communicate on a regular basis with IDP and consortium leadership staff based overseas, and collaborate closely on all project management and delivery of activities.
- Travel within Rwanda for field work related to project delivery.

### **Qualifications**

- A Bachelor's degree in a field relevant to this activity preferred such as education, literacy, special education, or international relations. Master's degree preferred.
- Minimum of 10 years of progressively responsible work experience leading international donor-supported programs. Experience as a COP, Deputy Chief of Party (DCOP), or equivalent for education programming preferred.



- Experience in inclusive education programming with preferred experience in deaf education or sign language development activities, which may include teaching and learning material development, assessments, teacher professional development, and systems reform.
- Clear familiarity with core topics around the inclusion of students with disabilities, especially Universal Design for Learning and behavior change.
- Demonstrated experience overseeing, managing or leading monitoring and evaluation processes; previous experience working with teams with multiple partners.
- Experience working in close partnership with government counterparts, international development agencies, non-governmental organizations, and other collaborators/stakeholders; experience collaborating with DPOs.
- Excellent self-management skills, including the ability to manage competing responsibilities under tight timelines.
- Prior experience with USAID operating procedures, regulations, and reporting requirements.
- Demonstrated leadership, organizational skills, management skills, flexibility, and integrity.
- Familiarity with the education system in Rwanda or East Africa.
- Excellent communication and writing ability English. Kinyarwanda preferred.
- Fluency in a sign language highly preferred with preference for RSL or a similar sign language spoken in the region.
- Ability to travel and work throughout Rwanda.

**Interested candidates are requested to submit a cover letter and CV in English to [andrea@inclusivedevpartners.com](mailto:andrea@inclusivedevpartners.com)**

Applications are due March 24, 2023 and are considered on an ongoing basis.

IDP is an equal opportunity employer. Persons with a disability are encouraged to apply.

*This position is contingent on funding. Citizens or permanent residents with work authorization in Rwanda are encouraged to apply.*