



Vacancy Announcement

Position:	Development and Impact Manager
Duty Station:	Banjul, The Gambia (with occasional travel)
Duration:	Fixed term full-time 3-year contract, renewable
Salary:	US\$47 610 per annum and upwards, commensurate with experience, tax free
Benefits:	Medical Travel Pension Other competitive benefits
Reports to:	Executive Director

The Institute for Human Rights and Development in Africa (IHRDA) is searching for a passionate fundraiser and grants manager with the aptitude and attitude to work within a fast-paced, international environment as part of a dynamic team that is committed to promoting and protecting human rights and development in Africa.

Who We Are

IHRDA is an award-winning, pan-African nonprofit organization promoting the effective use of human rights instruments to promote and protect human rights and development in Africa. Established in 1998 with diplomatic status in The Gambia, we have an unimpeachable track record in the defense, education, and information dissemination of human rights. IHRDA has recorded groundbreaking decisions before the African Commission on Human and Peoples' Rights (ACHPR), the African Court on Human and Peoples' Rights (AfCHPR), the African Committee of Experts on the Rights and Welfare of the Child (ACERWC), as well as sub-regional mechanisms, including the ECOWAS Court of Justice.

Learn more about us at www.ihrda.org

Our Core Values

Integrity | Teamwork | Innovation | Dedication | Diligence

Development and Impact Manager Role at IHRDA

The Development and Impact Manager contributes to the fulfilment of the Institute's vision and mission by ensuring that strategic objectives are met in the areas of fundraising, innovation and impact growth, and monitoring, evaluation, accountability and learning. The purpose of this role is to design and execute an institutional resource mobilisation strategy and lead grant management and monitoring, evaluation, learning and accountability efforts. This leads to the sustainability of the organisation with sufficient resources to support its operations and delivery of quality innovative and impactful programming, and increase in accountability and performance management.

Who You Are

You are a highly motivated, experienced, competent and ethical fundraiser and grant manager with strong understanding of the global human rights and philanthropic landscape. You have sufficient operational knowledge and understanding of monitoring and evaluations systems, tools and processes. You are highly organised and committed to high quality work and continuous learning. You are a self-driven leader and are excited to elevate, redefine and shift the needle in human rights discourse and practice in Africa.

IHRDA is an equal opportunity employer.

Your Academic and Professional Experience:

- University degree in social sciences, development, law, non-profit management, monitoring and evaluation, business management, communications or related field. Post-graduate qualification is an added advantage.
- Minimum of 5 years' firsthand experience in fundraising and grants management and some experience in monitoring and evaluation.
- Advanced computer skills in spreadsheets, word processing and presentation tools.
- Experience in database management.
- A solid understanding of human rights and the African human rights system.
- Ability and willingness to work within a cross-functional, multi-cultural, and multi-lingual team; and
- Strong communication and interpersonal skills, with written and spoken fluency in English. Bilingual candidates with functional knowledge of French and/or another African Union language will be strongly considered.

How to Apply

Please send (in English or French):

1. An application/motivation letter;
2. A current Curriculum Vitae;
3. A writing sample of between 5 to 20 pages; and
4. A list of three current references with their information and contact details (position, relationship to you, email, and telephone number).

The closing date for applications is Wednesday 12th February 2025 at 11.59 p.m. Coordinated Universal Time (UTC).

Kindly email your application and all relevant documents to vacancies@ihrda.org with the heading "**Application – IHRDA Development and Impact Manager**". This is a competitive recruitment process, so we strongly urge candidates with all or substantially all the qualifications to apply. However, due to the volume of applications, we will not be able to respond to individual requests or queries.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED.