



Announcement for Climate, Resilience and Agriculture Manager

iDE is an international nonprofit dedicated to combating poverty in the developing world by helping rural households access the tools and knowledge they need to increase their income. We are committed to creating sustainable and inclusive markets that deliver much-needed products and services to rural households. We understand that agriculture is the foundation of the livelihoods of most of the people we work with. We look at current agriculture systems as an opportunity to build resilience to climate shocks and stresses and are at the forefront of measuring what works in improving market systems.

To accomplish this, iDE draws on teams of diverse, business-minded, and highly adaptive leaders and experts across the organization. This team is focused on driving game-changing scale, significant impact, and competitive return on investment. iDE's Global Climate, Resilience and Agriculture teams provide leadership to the organization as a whole by increasing Coherence, bridging Capacity, cultivating Connection, and encouraging Projection to key external partners.

In this vein, we are looking for the Climate, Resilience and Agriculture Manager to support our team in our international headquarters. The person selected for this position will support a platform for impact that has been built over the last 39 years by our exemplary team of market-based development experts around the globe. The Manager has the opportunity to provide leadership and inspiration to this team to continue delivering impact in new ways and in new technical and geographic areas. The ideal candidate will:

- **Enhance the Coherence of our core approaches and strategies in Climate, Resilience and Agriculture programming, and Deliver high impact results across the portfolio.** At the centre of everything we do is our belief that building markets and powering entrepreneurs is the most effective way to drive lasting impact. Through our [human-centered design](#) methodology, we connect to customers who let us know exactly what they need in order to improve their current practices for their families. We then help local entrepreneurs to build and deliver these solutions. In ten countries— [Honduras](#), [Nicaragua](#), [Cambodia](#), [Bangladesh](#), [Vietnam](#), [Nepal](#), [Ethiopia](#), [Mozambique](#), [Zambia](#) and [Ghana](#)—we're seeing a common trend: this model drives impact at scale and allows us to reach customers in a cost-effective manner.
- **Bridge Capacity of our team members around the world, and grow our Connections within and outside of iDE to foster collaborative innovation in Climate, Resilience and Agriculture.** We are looking for someone who can walk the line between being an expert in the Climate, Resilience and Agriculture sectors who applies hard-won skills to really big questions and having the humility to continually learn and adapt to unpredictable circumstances. iDE is an organization that values human-centered dialogue with internal and external stakeholders, and we want leaders that will actively contribute to the skills and capabilities of their colleagues across the organization in Climate, Resilience and Agriculture programming, at any level. Our ideal candidate will also be highly proactive in strengthening channels for our colleagues to collaborate, learn, and adapt across Climate, Resilience and Agriculture programming and impact strategies.
- **Drive the Projection of iDE's experiences, learnings, challenges, failures, and opportunities with stakeholders in the public, private, and nonprofit segments of the international development and social impact sectors.** Our ideal Global Climate, Resilience and Agriculture Manager candidate will be obsessed with enabling their colleagues across iDE to tell [compelling and irresistible stories](#) of iDE's strategies and impacts in Climate, Resilience and

Agriculture, including an honest, humble understanding of where we fail, learn, and grow along the way.

We do not offer indoor slides, juice bars or the use of a private jet (nor business class travel for that matter). However, we do offer the opportunity to work with a diverse group of incredibly talented and creative people who are tackling wickedly hard problems that keep millions of people in poverty. And you will have the intense satisfaction of enabling a diverse, dynamic global team around the world to create impact and put the power of economic choice and agency in Climate, Resilience and Agriculture to our household clients and microentrepreneur networks.

If the description above sounds just like you (or somewhat like you!), and you have the technical skills and the passion we need, you may be just the person we are searching for. Go [here](#) to submit your CV and a brief cover letter. We want to know why we need you on our team and why a challenge of this nature excites you - inspire us by describing why this is just the opportunity you are looking for.

The pay range for this position is \$50,000 - \$60,000 for the Manager position, commensurate with experience. iDE offers an excellent benefits package that includes a generous leave policy, medical, dental, vision and life insurance as well as short-term disability, long-term disability, travel insurance, and a 6% straight contribution to retirement. The Global Climate, Resilience and Agriculture Director is based in London, UK and preference is for the Manager to be based in the UK. However, we will consider remote placement for the right candidate.



Job Description

Job Title:	Manager, Climate, Resilience, and Agriculture
Department:	Global Initiatives
Reports To:	John Choptiany, Director of Climate, Resilience, and Agriculture
Location:	Denver-based, or in any country iDE currently has operations (with the right to work)
FLSA Status:	Exempt
Salary Grade:	5 (\$50,000 - \$60,000 Annually)
Prepared Date:	June 8, 2021
Approved By:	Elizabeth Ellis, CEO
Approved Date:	June 11, 2021

SUMMARY

iDE has developed a strong global reputation for its work leveraging markets and entrepreneurs to deliver impact in the Climate, Resilience and Agriculture space. Climate, Resilience and Agriculture (CRAG) is a strategic space for iDE, where we have the opportunity to build on our past success to expand our effectiveness and influence on the widespread adoption of human-centered design and market-based approaches to drive impact at scale.

In order to be an honest broker in the markets where we work, iDE deploys a robust full-service model for climate and resilience and agricultural markets impact, with a focus on smallholder- and MSME-centric tactics that collectively deliver scale, impact and cost-effectiveness to farm households, local entrepreneurs, and wider market actors in the private and public sectors. iDE recognises that climate change disproportionately affects the vulnerable communities that we work with. iDE employs a variety of different tools and approaches to improve the resilience of communities to climate shocks and stresses based on the different contexts that we work in. In each of these cases, we establish systems (market-based or governance-based) to ensure that the activities and benefits continue after project funding ends. Agriculture programming from iDE prepares local market systems actors for accelerated exposure, uptake, and adoption of promoted technologies within inclusive local food systems. Based on initial human-centred value chain assessments, iDE focuses on linking farm households, their communities, and key supporting microentrepreneurs with technology supply chains, productivity-enhancing practices, and more efficient output marketing.

Reporting to the Director of Climate, Resilience and Agriculture, the Climate, Resilience and Agriculture Manager will build on the current momentum to strengthen CRAG innovation and results across our country programs, and to strengthen our brand and influence within the sector. As a member of iDE's Global Initiatives technical programming department within iDE's global headquarters, the Manager will support iDE's efforts in CRAG programming across development and promotion, strategy, leadership, collaboration, capacity development, technical expertise, financial management, and communications.

The person selected for this position will contribute to a platform for impact that has been built over the last 39 years by our exemplary team of CRAG market-based development experts around the globe. The Manager has the opportunity to provide leadership and inspiration to this team to continue delivering impact in new ways and in new technical and geographic areas.

The Climate, Resilience and Agriculture Manager is an integral part of the Global Initiatives technical team at iDE, which supports and drives our programmes across Latin America, Asia and Africa. Specifically, the person in this role pushes progress in the following areas:

- **Global Innovation:** Provides research, analysis, and actionable recommendations to ensure that iDE remains on the cutting edge of market-based approaches to development.
 - iDE's approach to sustainable economic development is termed Resilient Market Ecosystems (RME). This comprehensive approach needs to grow as we learn more about what works;
 - iDE has developed the Market Systems Resilience Index (MSRI) to measure the resilience of market systems to shocks and stresses. This is designed to be an iterative tool for continuous monitoring and improving practices. MSRI needs to be rolled out to all our country offices and integrated with RME.
- **Performance Management:** In partnership with country offices and headquarters staff, builds and deploys systems to monitor progress against the targets we have set for ourselves.
- **Country Support:** Delivers meaningful and timely support to country offices to keep them on track and help them solve the big tactical and strategic challenges that keep them from being their best.
- **Telling Our Story:** Co-creates communications collateral, reports, and other materials that tell the story of the change we are making to our key stakeholders.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

TECHNICAL EXPERTISE

- Supporting the rollout of MSRI across iDE's countries;
- Developing a set of tutorials that includes diagrams, templates, videos and narrative on how to implement MSRI for our country office staff ;
- Providing dedicated support to understand and interpret results from MSRI and provide tailored advice to country offices on each project;
- Preparing Market Systems Resilience Index (MSRI) project summaries and communication materials for external audiences based on analysis of data collected by iDE;
- Developing the RME concept further including providing practical guidance on how to implement it in each country;
- Writing academic papers and developing thought leadership pieces pushing the RME concept further;
- Supporting the digitisation of iDE's work, focusing on RME and MSRI;
- Developing capabilities statements for CRAG sectors for each of iDE's country offices;
- Preparing 1-2 page summaries of CRAG projects as they become operational for iDE's website;
- Developing communications materials for projection for conferences and webinars;
- Developing partnering materials in the CRAG sectors;
- Providing broader support to the Global Initiatives department as needed;
- Articulate iDE's regenerative agriculture and circular economy strategies;
- Integrate regenerative agriculture and circular economy into iDE's projects

DEVELOPMENT & PROMOTION

- Play an active role in proposal development for strategic opportunities with bilateral, multilateral, and large foundation funders in the CRAG sectors by contributing to proposal writing, coordination, budgeting, and submission;
- Partner with iDE's Global Fund Development team on concept and proposal development for family foundations and individual donors and participate in donor visits
- Independently execute research, prepositioning, and opportunity identification activities related to CRAG programming for both restricted business development and fundraising
- Support business development and fundraising that builds on existing country CRAG programs, as well as developing and executing strategies for expanding iDE's CRAG portfolio to new countries.

- Develop, sustain, and build relationships with key funders, corporates, and partner NGOs
- Monitor funding opportunities in the Agriculture and Climate & Resilience sectors;
- Prepare summaries of funding opportunities in the Agriculture and Climate & Resilience sectors.
- Promote iDE's thought leadership by communicating findings externally through strategic publications, frequent presentations at conferences/meetings, and industry networking;
- Plan for meetings with donors and document/present our work in an effective, concise, impactful manner through print materials, verbal presentation, and follow up;
- Partner with iDE's Communications & Marketing team to project iDE's accomplishments and learning externally.

COLLABORATION, CAPACITY DEVELOPMENT, & KNOWLEDGE MANAGEMENT

- Support promotion of the vision for the future of CRAG at iDE to members of the HQ-based Global Initiatives and staff members engaged in these sectors across the organization.
- Support the Director to nurture a global identity, common mission and morale for CRAG program staff within the broader iDE culture.
- Promote knowledge management within and among CRAG country programs so that lessons learned to inform and improve our models and impact over time.
- Develop & disseminate training and capacity building solutions for CRAG staff across country programs
- Support coaching and performance management support to CRAG sector team members globally across country programs.
- Advise CRAG Director and other senior management stakeholders on issues related to CRAG programming as appropriate.
- Disseminate relevant CRAG programming information to staff through regular briefing notes and updates (with links to more detailed sources).
- Support dissemination of all CRAG impact results, reports, and knowledge products for easy access to staff through iDE's Salesforce communities sites, technical summaries (called Infinite Sector & Tactic Profiles) and the Global KPI Application.
- Manage Salesforce reporting related to CRAG programming and pipeline opportunities.
- Maintain and expand Google Drive knowledge repositories related to CRAG materials and information.

SUPERVISORY RESPONSIBILITIES

No staff supervisory responsibilities; occasional supervision of interns if the Innovation & Performance Manager deems interns needed.

GENERAL REQUIREMENTS

- Self-starter;
- Strong research and analytical skills;
- Excellent writing skills, ideally for both technical and non-technical audiences. Past experience preparing compelling donor reports strongly valued;
- Ability to communicate clearly and persuasively in oral and written presentation;
- Strong interpersonal skills and the ability to communicate effectively across language and culture barriers;
- 3-5 years of practical project management experience with strong business acumen;
- Some experience and expertise in Climate, Resilience, and/or Agriculture sectors - including design, implementation, and/or adaptation of market-based CRAG programs - preferred but not required;
- Demonstrated connection to sector stakeholders - especially potential iDE partners and/or funders related to market-based approaches in CRAG - preferred but not required;
- Knowledge of issues and opportunities in the relevant sector and discipline areas, including human-centred design (HCD), market systems development (MSD), monitoring, evaluation, and learning (MEL) - preferred but not required;
- Desire to drive progress as iDE evolves its market-based approach to solving development challenges;
- A sharp mind and multi-focal intelligence;

- Resourceful, proactive, and tenacious;
- Overseas field experience strongly valued;
- Alignment with iDE's mission, values, and approaches;
- Demonstrated ability to work independently and take initiative on multiple projects at any one time.
- Willing and able to work variable hours, often taking calls in the early mornings or late evening to align with country office time zones;
- Ability to balance competing priorities and pivot to respond to time-sensitive requests and needs when required.
- Some international travel will be required; the amount will vary depending on the country program needs and other priorities. Willing and able to travel extensively in areas with minimal infrastructure or services (will have a lot more fun if this is seen as a perk);
- Fluency in English required; proficiency in one of the following languages preferred: French, Spanish, Portuguese, Khmer, Nepali, Vietnamese, Bengali.

LANGUAGE/MATHEMATICAL AND REASONING SKILLS

- Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.
- Ability to add, subtract, multiply, and divide into all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

CERTIFICATES, LICENSES, REGISTRATIONS

- None required

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; sit; and use hands to finger, handle, or feel. The employee is occasionally required to walk. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, colour vision, peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate.

OTHER

- Equipment used: all office equipment
- Access stairs, elevator
- International Travel
- Variable Work Hours/Shifts

APPLICATIONS

To be considered for this position, please submit a cover letter and CV by Friday July 2nd.