SEARCH FOR
Chief Executive Officer
for JA Africa
LETTER FROM THE BOARD CHAIR

As Chairman of the Board, I am proud and honoured to be at the helm of JA Africa, partnering with passionate individuals, including 3000 volunteers across our network, as we work to equip Africa’s youth with the attitude, knowledge, and skills to start their own businesses, succeed in the global job market, and make sound financial decisions as adults.

JA Africa currently operates across 15 countries in sub-Saharan Africa. We support and serve the needs and efforts of our member nation organisations, helping them to optimize their resources, organising unique pan-African events and cross-cutting projects and programs, and creating a platform for cross-border collaboration. As part of JA Worldwide, JA Africa also aligns with the broader global strategy that leverages the relationships JA has around the world. JA turned 100 last year and as the organisation enters its next century with a strong sense of purpose, it seeks individuals and institutions keen on helping it advance its mission. We know that together we can be part of the solution to some of the global challenges confronting humanity.

Under Elizabeth Bintliff’s leadership over the last 4.5 years, JA Africa has grown and deepened its reach, impact, and quality of its operations. JA Africa’s social media influence has grown substantially to over 1 million followers. We have also recorded significant successes in our fundraising and resource mobilisation. The JA Africa Board sits at the apex of these initiatives and success stories, connecting JA to opportunities, resources, and partners in the public, private, and social enterprise sectors.

Members of the JA Africa Board govern and guide JA’s noble mission in Africa – harnessing the talent, energy, ideas, and creativity of Africa’s youth for a transformative journey into the future of work. Ms. Bintliff’s successor will also report to the JA Africa Board.

I am therefore excited, on behalf of the Board of Directors of JA Africa and JA Worldwide, to launch our search for the next CEO of JA Africa. The role requires an energetic and visionary leader with solid pan-African and international experience, strong diplomacy and stakeholder relations capabilities, and a track record of leading national and regional advocacy campaigns.

Are you passionate about Africa’s youth development agenda? Do you possess sound knowledge and insights on Africa’s social, economic, political, ethical, and environmental landscape? Do you have a track record of developing and executing a strategy that advocates powerfully for and mobilises critical partnerships and resources for youth development? If this is you, we would be delighted to hear from you.

Charles Olumuyiwa Moyela
JA Africa Board Chair
ABOUT JA AFRICA

Junior Achievement (JA) Africa, a not-for-profit organization and member of JA Worldwide, is an international network dedicated to educating young people about entrepreneurship, financial literacy, and work readiness. JA Africa has 17 board of directors and 5 staff members. There are currently 15 active JA Member Nations in sub-Sahara Africa, each of which has a board of directors and local staff:

- Botswana
- Burkina Faso
- Cote d’Ivoire
- Eswatini
- Gabon
- Ghana
- Kenya
- Mauritius
- Nigeria
- Senegal
- South Africa
- Tanzania
- Uganda
- Zambia
- Zimbabwe

JA Africa is registered in Ghana as a not-for-profit organisation.
JA Africa’s Portfolio and Programming

The organisation currently reaches 258,900 students per annum with 3,816 volunteers running 3,000+ classes. JA Africa serves as one of six regional operating centers within JA Worldwide.

Africa’s youth population will grow from 700 million to 900 million over the next decade, representing the fastest-growing youth population in the world. JA in Europe and the USA are both reaching 5-10% of young people. There is significant potential for growth and impact in Africa.

Through experiential, hands-on programs delivered within the community, JA helps prepare young people for the real world by showing them how to generate wealth and effectively manage it, how to create jobs, which make their communities more robust, and how to apply entrepreneurial thinking to the workplace. JA volunteers inspire and empower young people to believe in themselves, showing them they can make a difference in the world. JA operates in more than 100 countries and reaches 12 million young people each year.

JA Africa has carried out a strategic planning process to enable the future vision as articulated below: “JA Africa is a strong network recognised as a world-class youth-focused organisation, which is progressive, adaptive, responsive to youth, understands youth, and well-resourced to deliver value to all its stakeholders through high quality, impactful programming.”

JA Africa also conducted its first-ever multi-country assessment of its entrepreneurship education programme, called the Company Program®. Out of 514 alumni respondents, 72 percent had started a business since participating in the Company Program, and among the 347 alumni who started businesses, 822 jobs were created, of which 37% were full time.
JA Africa aims to:

- Grow student reach incrementally over the next five (5) years
- Secure funding for JA Africa and JA Africa member nations with a view to increasing reach and impact
- Grow JA’s visibility across multiple platforms in order to communicate the organisation’s impact
- Build partnerships that increase reach and deepen impact through new delivery models
- Build the internal operating capacity of staff, volunteers, and board to improve network performance
- Over the next three to five years, several strategic milestones have been agreed on which will drive JA Africa’s activities:
  » Increase short-term awareness-raising programs that will reach more than 1 million young people across the continent each year, both in and out of school
  » Effectively address the needs of un/underemployed youth by providing programmes designed specifically to equip them with the industry-relevant skills
  » Host student and SME Competitions annually, engaging multiple influential stakeholders and, promoting enterprise and employability
JA Africa Regional Office ORG Chart:
ABOUT JA WORLDWIDE

As one of the world’s largest youth-serving NGOs, JA Worldwide prepares young people for employment and entrepreneurship. For 100 years, JA has delivered hands-on, experiential learning in financial literacy, work readiness, and entrepreneurship. We create pathways for employability, job creation, and financial success.

Each year, our network of over 465,000 volunteers serve more than 12 million students in over 100 countries with an annual budget of over $330 million globally. The head office of JA Worldwide in Boston, along with consolidating operating centers that oversee the JA network, has an annual budget of approximately $20 million. The mission of JA Worldwide is to inspire and prepare young people to succeed in a global economy.

Please visit www.ja-africa.org to learn more.
THE OPPORTUNITY

JA Africa is looking for a CEO who can bring the organisation to the next level to achieve ambitious goals for growth and impact; to embrace digital transformation; to deepen partnerships with both the public and private sectors; and to continue to elevate its reputation and positioning with business leaders, educators, and policymakers across the continent. The CEO position is a full-time role with regular travel across Africa and beyond.

The CEO will be a strong leader with a good understanding of the sector, a broad network, and have a strategic as well as a visionary approach to building the organisation. Together with the JA Africa team and the JA Africa Board of Directors, the CEO is also responsible for securing the required financial and human resources to sustain JA Africa. The CEO will be a key member of the JA Worldwide Senior Leadership Team, as one of six regional leaders.

Reporting Relationship(s)

This position reports to the Board of JA Africa and, as JA Africa is the Regional Operating Centre for Africa at JA Worldwide, also reports to the CEO at JA Worldwide. The position currently has 5 direct staff reports. The 15 national executive directors are also in a matrix structure, reporting to their own Board of Directors and collaborating with JA Africa on achieving regional objectives.
The JA Africa CEO will report to the Africa Board and will be responsible for all strategic and operational activities of the Regional Operating Center in Africa. He / She will lead and oversee all aspects of the growth and development of JA’s mission in Africa, including resource mobilization, stakeholder relations, partnerships and public communications. Key responsibilities include:

**Leadership & Good Governance**
- Lead, serve, support, and represent JA member nations in Africa
- Support and serve the JA Africa Board of Directors in the effective governance of the pan-African organisation (providing timely and accurate information to the board)
- Contribute effectively and proactively to the JA Worldwide movement as and when necessary
- Ensure statutory compliance for the programmes across the continent (ensure Country Directors are in compliance)
- Work to ensure JA Member Nations in Africa meet JA’s international standards for governance

**Innovation & Good Programming**
- Pursue modern and innovative content initiatives and new strategic partnerships
- Refine and enhance JA Africa in an evolving and fast-paced market and address the challenges of the digital age
- Continue to enhance recognition schemes/ special events for students, teachers, schools, and JA members

**Operational Management & Team Leadership**
- Manage, coach, and support the JA Africa team in developing and executing the strategy
- Lead the headquarters for Africa within JA Worldwide, including the assurance of outstanding financial and operational integrity throughout all Africa programmes
- Support capacity-building and sustainability; strive towards building a collaborative network that is performance-driven and focused on impact

**Fundraising & External Engagement**
- Secure new funding streams, including increased support from large institutional donors
- Grow JA’s reach and impact; enhance its reputation as “partner of choice”
- Continue to expand JA Africa’s awareness-raising and social media activities
CANDIDATE’S PROFILE

JA Africa is seeking a visionary and strategic leader for its CEO position. The successful candidate will demonstrate a growing, complex, and decentralised organisation with multiple lines of operations, and will possess client-service orientation, good governance, and operational business acumen. This person will be a poised, energetic, and approachable leader. They will have outstanding interpersonal skills, emotional intelligence, cross-cultural leadership experience, strong verbal and written communication skills, and be skilled in building bridges and developing relationships in a variety of settings with highly diverse constituencies.

The CEO of JA Africa will be a seasoned and mature leader with 10+ years’ of professional experience in non-profits, business, entrepreneurship, working with youth education and advancement or other relevant sectoral background, plus five years’ in progressive leadership experience. Pan-African regional leadership (multi-site) strongly desired.
Experience and Competencies

Demonstrated success as a leader with full accountability for overall operations of a diverse organisation in the not-for-profit sector

- Experience operating in an international environment, specifically in Africa
- In-depth understanding of the political, economic, and business climate in Africa and significant experience gained operating across several African countries
- Familiarity with education, poverty, and youth issues
- Ability to develop and lead the strategic direction for an organisation that is both complex and diverse in its needs and early in its stages of development and growth
- Demonstrated business acumen and sensitivity to differing needs among business constituencies
- Ability to persuasively communicate complex concepts and programmes at the highest level of business, government, and media
- Established coalition-building skills. The ability to identify and influence leaders, mobilise volunteers, and develop and maintain relationships with key people and organisations in philanthropy, government, NGOs, and the private sector in Africa and beyond
- Significant executive presence, a gravitas with the ability to garner immediate respect internally and externally
- Experience in building, leading, and retaining a professional and skilled operations team, driving performance and accountability in a results-oriented environment. Track record of identifying and developing talent
- Demonstrated ability to raise funds and/or resources to support operational needs; capable of soliciting and securing substantial contributions and investments from individuals, foundations, corporations, and government agencies

Additional Requirements

- EXPERIENCE: 10+ years’ professional experience in non-profits, business, entrepreneurship, working with youth education and advancement or another relevant sectoral background, plus five years’ in progressive leadership experience. Pan-African regional leadership (multi-site) strongly desired.

- LOCATION: the office is registered in Accra, Ghana. However, we are seeking the best candidate and are therefore open to candidates who desire to be based in another country. However, the core team of JA Africa is based there, and this location would be preferable.

- LANGUAGES: The business language is conducted mainly in English. However, solid proficiency in French and/or another major African language(s) would be an advantage.

- EDUCATION: Bachelor’s degree is required. An advanced degree in a related field is preferred (e.g. Masters’ Degree in business, non-profit management or related field); and/or relevant years of demonstrated and progressively successful experience preferred.
Koya Leadership Partners has been exclusively retained by the Board of JA Africa to advise on this pivotal pan-African leadership hire. Leading the search is Nicole Kamaleson, Managing Director of the Global Practice. To express your interest in this role please submit either your recommendations or your personal interest through our talent portal (including your CV and cover letter expressing your interest, suitability, and motivation) here.

Only completed applications will be presented to the client. All inquiries and discussions will be considered strictly confidential.

JA Africa is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, national origin, disability status, protected veteran status or any other characteristic protected by law.

About Koya Leadership Partners

Koya Leadership Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

For more information about Koya Leadership Partners, visit www.koyapartners.com.