

COUNTERPART INTERNATIONAL POSITION DESCRIPTION

TITLE: CSO Capacity Development Specialist PRACTICE AREA: GCSS DATE DUE: September 15, 2014	LOCATION: Morocco REPORTS TO: Chief of Party START DATE: Contingent on funding, est. October 2014
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Counterpart International is a global development organization that empowers people and communities to implement innovative and enduring solutions to social, economic, and environmental challenges. For nearly 50 years, Counterpart has been forging partnerships with communities in need to address complex problems related to economic development, food security and nutrition, and building effective governance and institutions.

For more information and to apply online visit www.Counterpart.org

SUMMARY:

Counterpart International is seeking a Civil Society Organization (CSO) Capacity Development Specialist for an anticipated USAID-funded Enhancing Civil Society Contribution to the Public Policy Process program in Morocco. The program will support civil society organizations (CSOs) to contribute more effectively to lawmaking and the public policy process, as well as the Government of Morocco to engage civil society in developing, implementing, and overseeing public policy. The position will report to the Chief of Party and will be responsible for the provision and oversight of organizational capacity development (OCD) technical direction to local CSO groups, including sub-grantees. The CSO Capacity Development Specialist will work closely with Intermediate Service Organization (ISO) Managers, as well as manage the grants program. The Capacity Development Specialist will be responsible for maintaining excellence in our technical capacity building activities with local organizations and will ensure effective communication among the implementing partners, government actors and communities. Local and regional candidates are encouraged to apply.

DUTIES AND RESPONSIBILITIES:

- Lead the identification of strategic needs and approaches to civil society capacity building.
- Provide technical advice and guidance to sub-grantees, ISOs and other local CSOs on organizational development efforts.
- Mentor and track development of ISOs as centers for capacity development, training, and other technical assistance for local CSOs.
- Oversee the administration of organizational capacity assessments of local CSOs and development of capacity development plans focusing on areas including but not limited to: policy analysis/advocacy, coalition building, sustainability, financial management, procurement, human resources, program design, implementation, monitoring and evaluation, and outreach and communications.
- Work with program staff, consultants and trainers to deliver high quality training, technical assistance and mentoring to local CSOs.
- Ensure Counterpart's OCD best practices are institutionalized within the program and adapted to the local context.
- Ensure gender is integrated into all capacity building tools, methodologies and activities.
- Leverage and enhance existing strengths within CSOs, facilitating opportunities to learn from each other's effective strategies.
- Document implementation successes, challenges, and lessons learned and share them with Counterpart and USAID through regular program reports and online Knowledge Management portal.
- Deliver technical presentations on program achievements to audiences, including implementing partner(s), civil society, government officials, USAID, and other relevant organizations.
- Other duties as assigned.

QUALIFICATIONS:

- Master’s degree in an appropriate interdisciplinary subject, such as human development, social sciences, or a related field is preferred.
- Minimum eight (8) years of experience in the civil society development field, preferably in an international context.
- Demonstrated success establishing and operationalizing ISOs.
- Experience engaging civil society and government institutions to collaborate on common issues.
- Good knowledge of Morocco’s political context.
- Excellent knowledge of Morocco’s civil society challenges.
- Demonstrated leadership, strategic thinking and planning, training, and human resource management.
- Strong multicultural, interpersonal, and supervision skills.
- Ability to give effective presentations and write technical reports.
- Strong ability to collaborate and coordinate activities with multiple stakeholders, including civil society, government, and other individuals.
- Proven ability to advocate civil society issues.
- Commitment to gender integration, experience with gender integration a plus.
- Professional written and oral fluency in English, in addition to either French or Arabic required.

TO APPLY:

Individuals interested in working with Counterpart International on this project should visit: <http://www.counterpart.org/working-with-us/jobs-at-counterpart>

- Click on “current openings”
- Select the position
- Click on “Apply”
- Please include CV and a cover letter stating your availability and salary expectation.

“Counterpart International strongly believes in equal opportunity for all, without regard to race, religion, color, national origin, citizenship, sex, veteran's status, age, marital status, sexual preference, disability or any other protected personal characteristic.”