

## WASAFIRI CONSULTING

### Team Leader – Countering Violent Extremism

## Terms of Reference

### WHO WE ARE

Wasafiri is Swahili for *travellers*. We are a community of pioneers and explorers in a fast growing, values-led consultancy business, committed to delivering change in Africa. Established in 2010 by a small group of British, Zambian and Rwandan development professionals, we are driven by the opportunity to contribute to the continent's future.

We work with companies, governments and communities operating in complex systems and markets to help deliver change across a range of key issues – including agricultural development, conflict and extremism, climate change and institutional development.

We specialise in facilitating and supporting multi-stakeholder processes, because we believe that no single person or organisation has the power, resources or ideas to drive change alone. Therefore to transform the political, economic or social systems that enable or constrain them, companies, governments, communities and other partners must act together.

We operate out of the UK, Rwanda and Kenya and have delivered work in over 20 countries across Africa, with clients from across the public and private sectors.

#### **The Wasafiri Compass**

The standards by which we hold ourselves accountable are defined by:

**Ubuntu:** Creating shared value, including for those less powerful

**Action:** Generating action and delivering impact, even when the path is unclear or carries risk

**Relationships:** Forging authentic relationships as the foundation for generating change

**Excellence:** Upholding the highest levels of professionalism, even in the most challenging contexts

### WHO WE ARE LOOKING FOR

We are recruiting for a unique individual, someone who is able to serve as Team Leader for forthcoming research-based projects across East and Central Africa in the field of Countering Violent Extremism.

We are looking for someone excited to take a lead in growing our Conflict & Extremism portfolio; with a proven track record of leadership and research related project management; someone with a strong commitment to delivering change in Africa; an enterprising spirit with outstanding people management skills.

#### **Essential Skills & Experience:**

- An outstanding record of delivering change in conflict, security, stabilisation, terrorism or extremism related fields
- A strong background in the design and management of complex and sensitive projects with concurrent tasks and priorities
- Experience in applied research, with the ability to manage a team of researchers working both centrally and across the region
- A strong understanding of the political, security and economic context of the Horn of Africa

- Excellent team and people management skills
- Excellent oral and written communication and representation skills

**Additional Considerations:**

- A values driven person with a demonstrable commitment to Africa's growth
- An ability to contribute to the development of Wasafiri's strategy and practice in Countering Violent Extremism; and other conflict-related work
- Excited about being part of a growing a business through which to have a positive impact
- An entrepreneurial approach and desire to be in a start-up environment

**Role Requirements:**

- The role is based full-time in Nairobi
- Travel across the region may be required (Estimated at around 20-30%)
- 12 month-fixed term with an option to extend pending performance review and contract continuation

## JOB DESCRIPTION

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We anticipate forthcoming projects in which Wasafiri's role will be to link practice with policy, learning from the delivery of CVE related interventions, combining this with strategic level research and analysis to inform wider policy, programming and political engagement. The Team Leader will report to Wasafiri's Managing Director and be responsible for:

**Project Design**

- Leading the conceptual design of CVE related research projects, including contributing to the development of adaptive results frameworks, theories of change and the project's management architecture
- Translating the conceptual project design into a practical scope of work, setting out requirements, deliverables and workplans

**Research Design**

- Defining research requirements and translating them into a detailed research approach
- Developing relevant and innovative primary and secondary methodologies appropriate to the context and requirements

**Operational & Financial Management**

- Mapping out operational requirements to deliver the project
- Overseeing the evaluation of risk and implementation of risk management strategies to support project implementation
- Overseeing the strategic financial management of the project, including budget planning, and forecasting

**Team Management**

- Designing the staffing requirements for the project
- Overseeing recruitment, selection and induction processes for new personnel into Wasafiri's professional community
- Setting clear deliverables, and managing priorities for staff and teams
- Managing all staff and performance related aspects

**Representation and Client Management**

- In conjunction with the Project Director, overseeing day to day representation and reporting to project stakeholder
- Representing the work of the project to external audiences as necessary

#### Membership of Wasafiri's Professional Family

- Contributing to Wasafiri's wider growth and development as a senior member of staff
- Building upon Wasafiri's proposition around delivering change in complex systems and markets, strengthening the organisation's understanding of applications to conflict and extremism related issues

## FURTHER INFORMATION

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### Compensation & Benefits

The position comes with an attractive compensation package based on skills and experience. Further details available for second-round applicants.

### Recruitment Process

**Submission:** To apply for the post, please send your CV and covering letter to Wasafiri's Commercial & Operations Manager, Candida Crasto at [Candida@wasafiriconsulting.com](mailto:Candida@wasafiriconsulting.com). Please include references, although these will only be contacted with permission. Feel free to contact us if you require more information about the role.

**Closing date for applications:** We will be reviewing applications as they arrive and will appoint once a suitable candidate is identified.



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