

POSITION DESCRIPTION

Position Title

Chief Impact Officer (CIO)

The CIO is one of the key senior positions at ygap. The position will be part-time (3 days per week - negotiable) on a twelve-month contract (with the potential to become a permanent role). While ygap HQ is in Melbourne, Australia, the position can be based in any one of our countries in which we operate or any other location.

Report To

Chief Executive Officer (CEO)

Direct Reports

Four Country Directors (South Africa, Kenya, Bangladesh, Australia)
yher Director (Female Focused Accelerator)
Monitoring, Evaluation & Learning Officer
ygap Investment Manager (interim)

About ygap

ygap is an International Development not-for-profit with an innovative approach to poverty alleviation. We back impact entrepreneurs with solutions to local problems in some of the world's toughest communities.

Rather than imposing our perceived solutions on a foreign community, we support the local leaders who live there and have developed their own.

We believe the best solutions are entrepreneurial, so we focus on early-stage ventures that exist to improve access to education or healthcare, create jobs or build safer homes.

We believe this is the most effective, sustainable means of tackling poverty because these local leaders understand the unique challenges of their communities.

Our Recruitment Guiding Principles

We have three guiding principles by which we approach our hiring process:

1. We embrace working remotely and if you are the right candidate, we can make it work.
2. We encourage applicants from all cultures and backgrounds.
3. We have a strong focus on gender equity and gender equality across all our operations.

Our Values

We have five values by which we approach our day to day activities:

Humility

It's not about us, it's about the people we serve

Empathy

We genuinely care about the work we do

Integrity

We work like everyone is watching

Effectiveness

We make decisions and then get things done

Innovative

We challenge assumptions, test new ideas and take smart risks

Key Selection Criteria

We are looking for someone who:

- Is a future-focused thinker and leader in the global social entrepreneurship space
- Has a strategic brain and can further develop and land ygap's impact strategy
- Believes in the power of social entrepreneurship in lifting communities out of poverty
- Has a strong understanding of emerging markets and under-developed countries/regions
- Has an impeccable track record of leading, managing and being part of a global team
- Has a deep experience in impact data collection, analysis, reporting and how to use this data to inform more effective impact work for both ygap and for the entrepreneurs who we support.
- Has strong experience in impact investing in emerging markets and in Australia (desirable)
- Strong awareness and understanding of the role that investments play in scaling impact and financial sustainability of early-stage impact ventures. Preferably this will include some level of experience supporting the investment process including helping identify and manage pipeline sources, screening opportunities, assisting in due diligence, and writing investment memorandum.
- Impeccable communication skills and experience communicating diverse messages across a range of key stakeholders. Ability to represent the *impact* component of ygap's work on a global level will be held in a high regard.

Key Responsibilities and Deliverables

- The leadership of the Global Impact Team across Africa, Asia, the Pacific and Australia
- Development & management of ygap's impact budget
- Execution of ygap's impact work as aligned the agreed strategy
- Use ygap's impact data to inform the team how we can continually improve our impact work to ensure that we deliver the most effective and powerful impact
- Oversee the ygap 'growth' program that supports our most promising entrepreneurs with grants and investments
- Prepare and contribute to Board reports and other compliance reports as required

Time Commitment and Travel

There may be periodic meetings and events outside of 'traditional' businesses hours due to the timezone difference of the global team and where they are based. There may also be some travel required intermittently throughout the year for periods of up to two weeks.

Application Process

- Please submit a cover letter addressing "Key Selection Criteria" together with a current CV to manita.ray@ygap.org
- Applications close: midnight on Sunday 28th October AEST .
- Applications will be processed and candidates interviewed as applications are received so please apply early.