Leadership Vacancies at Malala Fund
Applicant Information Pack

Malala Fund is recruiting a number of leadership roles and this document will provide the background and context for these roles to prospective applicants.

**Vacancies**
**Director, National Advocacy**
**Director, Advocate Programmes**
**Director, National Programmes**

**Who we are**
Malala Fund is working for a world where every girl can complete 12 years of free, safe, quality education. We advocate for resources and policy changes needed to give all girls a secondary education. The girls we serve have high goals for themselves — and we have high expectations for leaders who can help them. We invest in developing country educators and activists — the people who best understand girls in their communities — in regions where most girls are missing out on secondary school. We amplify girls’ voices so that girls can speak for themselves and tell leaders what they need to achieve their potential. Malala Fund is building a movement of young education activists who, like Malala, speak truth to power around the world.

**Investing in local education activists**
Malala Fund’s Education Champions Network (formerly known as the Gulmakai Network) supports the work of educators and activists in developing countries and speeds up progress towards secondary education around the world. Local education leaders understand challenges in their communities and Malala Fund believes they are best placed to identify, innovate and advocate for policy and programmatic solutions.

Through grants, capacity building and networking opportunities, Malala Fund’s Education Champions Network supports the work of 64 exceptional local leaders in Afghanistan, Brazil, Ethiopia, India, Lebanon, Nigeria, Pakistan and Turkey. We connect Champions to each other in order to facilitate collective action and increase Champions’ ability to realise their agendas. We support capacity building through in-person, online and individual programmes to better equip Champions with the tools, techniques and partners necessary to create change. Malala Fund amplifies Champions’ and their organisations’ work and provides them with access to decision-makers.
In 2020, Malala Fund plans to expand the Education Champions Network to two new countries. Starting in late 2020, we will also build on our work in Nigeria, Pakistan and India by establishing Country Partnership Programmes to develop partnerships with state or provincial governments, local education advocates, wider civil society, business leaders and others to accelerate progress for girls’ education and demonstrate effective approaches to getting all girls in school and learning.

**Advocating to hold leaders accountable**

At local, national and international levels, Malala Fund advocates for resources and policy changes needed to give all girls a secondary education. Malala Fund supports grassroots advocacy through the Education Champions Network, while also working with heads of state in donor and developing countries to increase investment in girls’ education. This combination places Malala Fund in a unique position to create tangible progress for girls.

Malala Fund’s advocacy has resulted in significant gains for girls’ education. This includes raising more than $150 million in additional donor commitments to the Global Partnership of Education (GPE) Replenishment in 2018 (donors pledged $2.3 billion in total). At the 2018 G7 Summit in Charlevoix, Malala Fund helped secure $2.9 billion in funding for girls’ education, an endorsement from the Gender Equality Advisory Council (GEAC) of Malala Fund’s recommendations on 12 years of free, safe, quality education and a leader-level declaration on girls’ education. In 2019, Malala Fund was instrumental in securing the G7 “Gender at the Centre Initiative,” to promote greater gender-responsive education sector planning.

**Amplifying girls’ voices**

Malala Fund believes that listening to the experiences of girls, giving them the tools to advocate for their own education, supporting their strategies for change and providing the resources they need to build their own movements is fundamental to achieving long-term goals in girls’ education. The organisation amplifies girls’ voices by including them in high-level global advocacy moments, sharing their stories through Assembly (our digital publication and newsletter for girls) and training young advocates through a soon-to-be launched Girl Advocates Programme.

Led by Malala’s example, Malala Fund is well placed to encourage and cultivate a new generation of girl advocates. The Girl Advocates Programme will invest in girls in our programme countries who show promise as advocates for education and equality. We will provide them with training and joint advocacy opportunities with the Education Champions, Malala and Ziauddin.

**Malala Fund national engagement roles**

In Malala Fund’s [five-year strategic plan](#), we commit to investing more resources for girls’ education advocacy in priority low- and lower-middle-income countries. Over the next five years Malala Fund will:

- Develop and implement holistic country engagement strategies for approximately 17 priority low- and lower-middle-income countries (expanding from a base of eight);
- Develop and implement national and sub-national advocacy strategies as part of wider country engagement strategies;
- Significantly increase our investment and expand our network of Education Champions across this portfolio of countries, supporting their work through programmatic grants, raising their visibility as individuals, encouraging their professional development and connecting them with each other to develop national, regional and global networks;
- Launch a new grantmaking, training and movement-building programme focused on girls and young women in order to develop the next generation of young advocates who can shape local, national and global action for education and equality;
- Build on our work in Nigeria, Pakistan and India by developing intensive partnerships with state or provincial governments, local education advocates, wider civil society, business leaders and others to accelerate progress for girls’ education and demonstrate effective approaches to getting all girls in school and learning;
- Build and manage a portfolio of advocacy grants to support collaborative grantee advocacy in programme countries, fund strategic collaborations that enhance Malala Fund’s reach, impact or credibility in line with advocacy objectives and fund small-scale national advocacy activities in line with thematic priorities;
- Undertake Malala Fund-led advocacy in select priority countries where appropriate; and
- Support the development and implementation of national advocacy campaigns with country-specific advocacy objectives.

Together with partners in priority countries, we will work to increase national budgets for education and better target spending to support girls’ education, improve education quality and change public perceptions and social norms that keep girls from learning. In order to realise these ambitions, we are recruiting three senior-level roles to shape and drive our work in priority countries.

These separate but interlinked positions sit in the Advocacy and Programmes departments and will work closely with each other and existing Malala Fund staff to realise our five-year strategic plan.

**Vacancies**
The Director of National Advocacy will focus on local and national advocacy, supporting both our activist-led and Malala Fund-led advocacy efforts.

As member of the Advocacy department’s senior leadership, reporting to the Chief Advocacy Officer, the Director, National Advocacy is responsible for ensuring the quality and effectiveness of Malala Fund’s advocacy efforts in the countries where we work. Working closely with the Programmes department — who lead Malala Fund’s wider country engagement strategies — they will design and implement the organisation’s strategic approach to national advocacy and build strong coalitions of advocacy partners across the organisation’s geographic portfolio. They will ensure that Malala Fund supports grantees to undertake advocacy, help develop advocacy-
focused grant-making in line with Malala Fund’s advocacy priorities and build strong links between national advocacy and Malala Fund’s global advocacy.

The **Director of Advocate Programmes** will focus on strengthening and expanding our local activist networks, the Education Champions and the Girl Advocates. They will raise the activists’ visibility as individuals, support their professional development and connect them with each other to develop national, regional and global networks.

As member of the Programmes department’s senior leadership, reporting to the Chief Programmes Officer, the Director, Advocate Programmes will be responsible for all aspects of developing and implementing Malala Fund’s activist programmes in line with the organisation’s five-year strategic plan. The Education Champions Programme supports approximately 64 local Education Champions who work in eight countries for girls’ education. The Girl Advocate Programme is a new initiative to train young women — particularly in our programme countries — to advocate for girls’ education.

The **Director of National Programmes** will be responsible for all aspects of Malala Fund’s programmatic work. This will include managing country-based staff and long-term consultants, monitoring and oversight of grants, and development and implementation of the Country Partnership Programmes. Working with the Director, National Advocacy, they will align national programmes and advocacy strategies to deliver on Malala Fund’s five-year strategic plan.

As member of the Programmes department’s senior leadership, reporting to the Chief Programmes Officer and working in close coordination with the Director, Advocate Programmes, the Director, National Programmes will oversee development and implementation of engagement strategies in Malala Fund’s programme countries — including context landscaping and country-level theories of change and working closely with the grants management team to recommend new grants for Board approval. They will also implement an integrated and comprehensive strategy for sub-national change, leveraging Malala Fund’s brand and bringing together diverse resources in support of girls’ education at a state or provincial level. The Director will work with in-country staff to establish partnerships with key stakeholders in the government, non-government and private sectors, and help secure the will and resources needed to expand girls’ access to quality education.
Structure
The **Advocacy department** leads Malala Fund's policy and research work and is responsible for all Malala Fund-led advocacy - national, regional or global advocacy initiatives and activities that Malala Fund staff centrally develop, manage and implement. It works closely with other departments across the organisation to resource Malala Fund-supported advocacy - the provision of funding, technical assistance, and development and networking opportunities to our grantees and amplification of their work.

The **Programmes Department** leads Malala Fund's Education Champion Network and Girl Advocates Programme. It works closely with other departments — primarily the Advocacy department — to accelerate progress towards girls’ education in targeted sub-national geographies.
Application instructions

Please submit your resume and cover letter through the form on this page or send via email to hiring@malalafund.org, indicating which role you are applying for in the subject line. The deadline to apply is 18 March 2020.

Please submit a separate cover letter for each role if you wish to apply to more than one, indicating order of preference.

We are unable to support visa applications for applicants wishing to be based in Washington, D.C.

Please note that due to the high number of applications we receive, we are only able to respond to candidates with whom we wish to move forward in the interview process.