



Director of Global Programs for Development in Gardening (DIG)

Position Summary:

[Development in Gardening \(DIG\)](#) is an international 501(c)3 organization that has been steadily growing since 2006. We have a proven track record for improving the nutrition and livelihoods of some of the world's most uniquely marginalized people by teaching them to plant regenerative gardens that grow health, wealth, and a sense of belonging.

DIG is quickly scaling our impact in Kenya, Uganda, and Senegal and we are looking to add a Director of Global Programs to ensure our growth and success remains exceptional and consistent across all places where DIG works. The Director of Global Programs will guide and oversee global program operations and expansion. The Director of Global Programs will have internal and external facing responsibilities, including driving impact (measurement, evaluation, results-driven implementation plans, regular program leadership coaching and/or support) and strategy (planning, leadership, program adaptation and growth). As the scope of responsibilities for this position is broad and varied, the day-to-day work is expected to evolve and transform over the course of DIG's expansion plans and hiring strategy.

Desired Candidate:

We are seeking an organized leader who is experienced in international program operations, organizational strategy, managing and supporting diverse teams, and project management. This person should also have an understanding of international food systems and experience in international development. The successful candidate leads with an approach of participatory community development and is experienced and/or deeply interested in agroecology. This individual should be a good listener, creative problem solver, self-starter, action-oriented, have strong communications and organization skills, and be comfortable both working in the field with DIG's farmers and 28 program staff as well as working alongside DIG's executive leadership and governing board.

The candidate should demonstrate a clear passion for DIG's mission and authentically connect with our organizational belief that a better world is rooted in food, and agroecology is an important solution to addressing the current gaps in local and global food systems.

The candidate should be focused on building a culture of local leadership, equity, transparency, and continuous improvement in service of DIG's organizational mission and goals. They should also enjoy the challenge of new learning curves and always center and celebrate local voices in program

adaptation, design, and leadership. The candidate should be committed to equitable food access for marginalized households as a way of improving nutrition and income.

Essential Responsibilities:

- Further refine and develop DIG's global program strategy and oversee its execution
- Provide leadership, direct supervision, and mentorship for DIG's Country Program Managers who are currently leading across three countries, each managing diverse local teams
- Provide oversight of quality and consistency of DIG's program model and technical field operations
- Further develop systems to monitor, measure, and evaluate the impact of DIG's work
- Work closely with DIG's executive leadership team and board of directors to develop strategy, objectives, and performance measures for DIG's programs and operations
- Work closely with DIG's Director of Development to sync development goals with program objectives
- In collaboration with Country Program Manager and executive leadership, develop and monitor a global program budget for the organization on an ongoing basis
- Further develop and maintain consistent policies, procedures, financial and other systems to ensure operational standards are met
- Support all grant reporting requirements, with co-responsibility for financial reports and program narratives and metrics
- Support the Director of Development to create compelling grant requests that will attract resources to fund new and existing programs aligning with DIG's mission
- Represent DIG with external stakeholders, including other nonprofits, funders, government officials, and media

Qualifications & Experience:

Management & Operational Competencies

- 5+ years experience in leadership capacity building as well as leading teams from diverse backgrounds
- 5+ years experience in program management with demonstrated success leading results-driven strategy
- Demonstrated experience in operations planning, budgeting, and program finance
- Experience in operational policy development and contract negotiation preferred
- Experience working globally, Sub-Saharan Africa preferred
- Grassroots development experience such as service in the US Peace Corps preferred

Technical Competencies

- Experience in local and/or global food and farming systems
- Demonstrated experience using community development frameworks and adapting program planning tools
- Knowledgeable in various evaluation and impact frameworks with the ability to design, execute and adapt monitoring, evaluation, and learning strategies

- Basic skills and/or an ability to learn and manage data analysis software such as Microsoft Excel analysis tools, Tableau, etc.
- Experience with QGIS or ArcGIS a plus
- Proficient in Microsoft Office, iWork, and Canva as well as file managements systems including Dropbox and Google Drive with an ability to comfortably learn new software
- Prior experience working in a garden or farm setting (e.g. vegetable farming, community gardens, cooperative extension, farm-based education) a plus
- Basic spoken and written French a plus

Leadership Competencies

- Goal-oriented person who can maintain a growth mindset
- Enjoys contributing to a diverse collaborative team with the ability to be flexible and self-directed
- Exceptional listener with high emotional intelligence and an ability to develop deep, trusting relationships with diverse individuals from different backgrounds
- Flexible and adaptable, able to shift communication styles to fit the needs of a wide range of cultures and people
- Comfort with uncertainty, balancing competing priorities, learning on-the-go in a fast-paced environment, with an ability to keep big picture and strategic goals in mind
- Creative problem solver

Work Environment:

- Full time position
- Flexible remote work
- DIG spans multiple time zones, so occasional early morning/evening calls occur to accommodate the needs of a global team
- 20% - 30% Travel - Should be extremely comfortable with independent international travel, sometimes to remote and challenging locations. Limited US travel in addition

Benefits

- The salary range for this position is \$65,000 - \$75,000 annually, or market appropriate to the country of residence, commensurate with experience.
- Benefits package including IRA and QSEHRA
- Flexible time off

To Apply:

Email your CV and cover letter to Jobs@DIG.org

We encourage you to apply even if your experience is not a 100% match with the position. We are looking for someone with relevant skills and experience, not a checklist that exactly matches the job description.