

<b>JOB TITLE:</b>	Division Director – Security & Justice
<b>REPORTS TO:</b>	Director of Programs
<b>FUNCTIONAL AREA:</b>	Programs

## **ABOUT THE ORGANIZATION**

The Open Society Foundations (OSF) work globally to build vibrant and tolerant democracies whose governments are accountable and open to the participation of all people. OSF’s work is committed to Expression, Justice and Equity, with cross-cutting work around climate and intersectional justice. Open Society-Africa seeks to advance similar priorities on the continent, rooted in and framed from an African perspective to meet present-day, interconnected challenges to open society.

The vision of Open Society-Africa is to build a globally respected, vibrant, and integrated Africa, characterized by democratic governance, sustainable development, and economic systems that deliver more just, inclusive, and accountable outcomes with and for the people and the environment in Africa.

In pursuit of this vision, Open Society-Africa’s mission is to advance gender justice and women’s rights, deepen democracy, accountable governance and inclusive development in Africa through participatory and strategic grantmaking and advocacy.

## **JOB PURPOSE**

The Division Director – Security & Justice is a senior people management role providing strategic operational leadership to a functional area. The Division Director – Security & Justice will be responsible for leading and supporting the overall implementation of the Open Society-Africa strategic plan, with particular emphasis on Security Sector Governance, Public Safety, and Militarization/Terrorism functional areas and ensuring that these teams are adhering to the principles laid out in the strategy.

**As Division Director – Security & Justice at Open Society-Africa, you will be responsible for:**

- Leading all aspects of the assigned function, including budgeting/financial management, leadership and staff development, policy development and strategic planning.
- Leading all aspects of the assigned function, including grantmaking, some policy and advocacy roles and ensuring that youth and women right issues are applied in the program’s work.
- **Strategic Leadership and Oversight:** Work with the Director of Programs in setting the strategic vision and direction to guide the development of the Security & Justice strategy, approve the program’s strategy and oversee its development and execution.
- Participate in the development of the grants and partnership strategy, working closely with the relevant stakeholders to design and develop appropriate grants policies.
- Direct and manage all aspects of Security & Justice policy development and approval in

support of OSF's major strategic initiatives, programs and directions. Issues are complex, and significantly impactful, requiring extensive collaboration and coordination. Work with wide discretion.

- Work closely with the DEI advisor and Women's programs to deliver several strategic objectives aimed at women and youth.
- Liaise with the relevant board(s) providing critical financial operations information with actionable recommendations for performance improvement. Report regularly to ensure alignment on strategic priorities.
- Global Outreach—North and South, including OSF Networks.
- Compliance, Financial Management, Analysis and Control.
- Knowledge Management.

### **TECHNICAL SKILLS**

Action Planning, Managing Change, Negotiation, Organization Design, Resourcing and Workforce Planning, Risk Management, and Service Delivery.

### **INDIVIDUAL COMPETENCIES**

Advancing Diversity and Inclusion, Expertise, Getting the Right Things Done, and Leading Change.

Managing Time & Money, Strategic Thinking, Working Well with OSF Colleagues, and Working Well with Others.

### **EDUCATION**

Preference will be given to applicants with a Master's Degree. We will also consider applicants who can demonstrate the necessary competencies through experience.

### **EXPERIENCE**

- 15 years' relevant experience, five of which should be substantial experience providing strategic management and leadership across organizational functions, directing substantial resources to achieve objectives.
- Knowledge of the operations-related principles, procedures, and best practices in the field.
- Knowledge of data analytics and reporting.

If this sounds like the position you have been looking for, please submit your cover letter and CV via [Formstack](#). We look forward to learning more about you.

**Only shortlisted candidates will receive a response. Open Society-Africa is an Equal Opportunity Employer.**