



World Cocoa  
Foundation

World Cocoa Foundation: **Country Director - Ghana**  
[www.worldcocoafoundation.org](http://www.worldcocoafoundation.org)  
Washington, DC

### **General Description:**

The mission of the World Cocoa Foundation (WCF) is to catalyze public-private action to accelerate cocoa sustainability. WCF champions multi-stakeholder partnerships, aligned public and private investment, policy dialogue, and joint learning and knowledge sharing to achieve transformative change in the cocoa supply chain. WCF's members include cocoa and chocolate manufacturers, processors, supply chain managers, and other companies worldwide, representing more than 80 percent of the global cocoa market. WCF's programs benefit farmers and their communities in cocoa-growing regions of Africa, Southeast Asia, and the Americas. For more information, visit [www.worldcocoafoundation.org](http://www.worldcocoafoundation.org).

**Position Summary:** WCF invites applications for the position of Country Director Ghana.

### **Description & Reporting:**

The Country Director serves as the main leader for strategic leadership, stakeholder engagement, and WCF activities in Ghana. The role also helps to coordinate the activities of the Cocoa Livelihoods Program (CLP) in Ghana and to a lesser extent in Nigeria. The position is based in Accra, Ghana and works under the direct supervision of the Vice President, Programs. This position closely coordinates with the CLP Program Director and the three global thematic directors for Agricultural Productivity, Environment and Social Development. The expected start date is August 1, 2018.

### **Desired Skills & Qualifications:**

- **Graduate degree in agriculture, rural, international development, or other related field, with five or more years' experience** managing and implementing development strategy, projects or programs;
- **Technical knowledge and experience** in one or more of the following areas: public policy, rural and agricultural development, social or community development, children or child protection, education and women's empowerment / gender;
- **Substantive experience working in developing countries**, with work experience in West Africa preferred;
- **Significant experience developing effective collaboration and partnerships** with private sector, government, civil society organizations, research and/or extension agencies, and donor stakeholders;
- **Demonstrated experience in leading effective engagements** with government and the private sector;
- **Demonstrated track record of influencing, leading, and coaching individual staff**, and in creating an enabling and inclusive work environment;
- **Strong teamwork and collaboration skills**, with demonstrated ability to work effectively in teams; with a high degree of discretion, tact and sensitivity in dealing with stakeholders; and

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with the ability to influence and develop consensus on difficult and controversial issues and balance multiple stakeholder expectations and objectives;

- **Strong ability to quickly learn, adapt, and be innovative as new challenges arise;** demonstrated high initiative and drive for results; high degree of energy, creativity, and flexibility;
- **Self-starter, ability to work in fast-paced, international work environment** with minimal support;
- **Exceptional writing, speaking and presentation skills** in English; and,
- **Strong experience with MS Office** suite of applications.

### **Specific Responsibilities:**

#### **Strategic Leadership**

- **Design and implement strategy for the country**, including accountability for making strategic choices, managing quality and risks, coordinating with Government and participating companies, and delivering high quality and timely results, in collaboration with the Senior Leadership Team;
- **Provide strategic guidance and leadership on the Ghana across WCF** to identify and promote opportunities for engagement, and ensure alignment of existing programs like CLP, ACI II, CocoaAction, Cocoa and Forest Initiative, Climate Smart Cocoa with WCF priorities;
- **Serve as knowledgeable resource on the country within WCF**, providing general information on the sector, key issues, research priorities, national institutions, government policies and contacts, donor priorities, and member company interests, and local political, social, economic, and security developments, as needed;

#### **Program Management**

- **Lead the coordination and implementation of WCF's CLP in Ghana and Nigeria** to ensure achievement of program targets, positive impact on farmers, catalyze change in the cocoa sectors of Ghana and Nigeria;
- **Lead the governance of CLP at the Country level**, including convening and managing the CLP Steering Committee and CLP Country Team Meetings;
- **Oversee M&E and reporting of results from Ghana and Nigeria for the CLP program** to the CLP Program Management Unit (PMU) and participating member companies;

#### **Stakeholder Engagement**

- **Manage the relationship and dialogue with the Government** on a broad range of policy and implementation issues related to CLP and WCF work, and represent and/or coordinate WCF representation with various national financial and economic bodies, institutions and other fora;
- **Facilitate the development of collaborative external partnerships related to country priorities** (including with industry, government, technical, donor, and civil society, and media stakeholders) to deepen results and impact for CLP and other WCF

programs, including chairing local meetings of WCF Members and participating in local donor coordination groups;

- **Foster external learning, knowledge sharing, and communications** in country related to CLP and WCF work, to ensure that country clients and stakeholders receive the highest quality support and knowledge they need, through multiple venues and channels, including academic writing, media, professional conferences, public speaking engagements;

### **Country Office Leadership**

- **Serve as principal public spokesperson in country for local media outlets** regarding WCF activities, in collaboration with the Member and External Relations Team;
- **Serve as “head of office” as needed and appropriate**, including chairing staff meetings and coordinating country security and safety issues, in coordination with the Finance and Operations Team;
- **Ensure cost-effective use of resources** (human and budget) within the agreed work program, and in full compliance with WCF policies and procedures, and sound internal controls;
- **Lead on fundraising and resource mobilization at the country level**, and contribute to development of WCF-wide fundraising proposals; and
- **Contribute to WCF Leadership Team**, including effective collaboration with other Thematic Directors and Country Directors.

### **How to Apply:**

Candidates are requested to upload their **cover letter** describing their interest in this role and WCF and **résumé** to: <https://worldcocoa.egnyte.com/ul/UhWtx92Tyw>

Please address the letter to “Human Resources” and name your files using the following convention: ‘J.Doe Proposal and ‘J.Doe Qualifications’

Applications will be reviewed on a rolling basis until position is filled. No phone calls please. Only shortlisted candidates will be contacted.