EXECUTIVE SEARCH FOR

CHIEF PROGRAM INNOVATION OFFICER

LOCATION FLEXIBLE
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OUR GOAL:

END EXTREME POVERTY
IN AFRICA’S DYLANDS

BOMA is working to lift 3 million people out of extreme poverty — defined as living on less than $1.90 per day — by 2027. Our mission is to provide the people and governments of Africa’s drylands with economic inclusion programs that increase resilience to multiple crises.

Founded 15 years ago to eliminate extreme poverty among pastoralist women in Kenya, BOMA has since transformed the lives of more than 350,000 women, youth and refugees in multiple countries. BOMA stands out for its focus on last mile populations of the drylands of Africa, who are most at risk to shocks from climate change and COVID-19, tech savvy and data driven approach, impressive graduation rate, and 99% local structure based in Africa.

BOMA’s poverty graduation approach — the Rural Entrepreneur Access Project, REAP — empowers women, youth, and refugees by mapping the barriers to overcoming extreme poverty and then implementing a series of sequenced interventions with a defined exit strategy. Upon graduating from REAP, participants report marked increases in wellbeing, resilience to shocks, and quality of life:

147% increase in income
1400% increase in household savings
210% return on investment
99.34% households eating 2 meals/day
99% in business 2 years later
OUR APPROACH:

**RURAL ENTREPRENEUR ACCESS PROJECT [REAP]**

The Rural Entrepreneur Access Project (REAP) is BOMA’s original 24-month model that “graduates” families out of extreme poverty through a six-stage process:

**TARGETING**

Community-led development is — and always will be — part of BOMA’s core values. We identify new BOMA participants through a three-pronged approach entailing community consultation, ranking through BOMA’s unique targeting tool, and baseline surveys conducted by trained, independent enumerators.

**TRANSFER**

Each business receives a seed capital grant of $200 to launch the enterprise. A second, performance-based conditional cash transfer of $100 is distributed at six months, following a satisfactory progress report by the Mentor. As of 2021, all cash transfers are now done via mobile money.

**TRAINING**

Mentors provide training and coaching throughout. Financial training sessions cover supply and demand, profit and pricing, record keeping, marketing, savings, borrowing lending, planning for long-term expenses, and investing. Life-skills sessions include household decision-making, the importance of educating children, family planning, natural resource management, and women’s rights.

**MENTORING**

A BOMA Mentor assembles business groups of three qualified women and helps them launch their businesses, then visits each business monthly to provide ongoing support. Mentors are a key aspect of BOMA’s program delivery and contribute powerfully to the success of our participants.

**SAVINGS**

At six months, Mentors assemble 3-5 business groups into savings associations, whose members meet monthly to deposit or withdraw savings. Mentors work with each group and deliver micro-trainings for the remaining 18 months. These savings can prove critical in helping participants weather shocks like drought or disease.

**LINKAGES**

All BOMA savings groups are registered with County Social Services, facilitating their ability to open a bank account and access formal financial institutions and services. Depending on access, BOMA also helps participants open personal bank accounts. All BOMA participants are provided with a mobile phone and connected to M-PESA, a mobile money-transfer service.

REAP is cost effective and the evidence of impact is clear, with more than 350,000 lives transformed since 2009. Today, BOMA is partnering with governments, NGOs, and research & advocacy organizations to incorporate REAP into social protection and humanitarian response systems to reach three million people across nine countries by 2027. So far, BOMA’s basic REAP model has been adapted for nutrition objectives as well as for new populations including refugees and youth.
2021 was a breakthrough year for BOMA, including the adoption of a new strategic plan which will guide our organization through 2027. To achieve the ambitious goals we’ve targeted, BOMA is embracing the following objectives in coming years:

**ADAPTING TO NEW POPULATIONS**
BOMA’s focus is evolving to emphasize resilience-building programs for vulnerable populations including women, youth, populations impacted by climate change & COVID-19, refugees, and internally displaced persons (IDP’s).

**EXPANDING TO NEW COUNTRIES**
BOMA is expanding to new countries through Direct Implementation, Government Adoption & Strategic Partnerships. Targeted countries include Nigeria, Chad Ethiopia, and Burkina Faso with strong criteria and rigorous due diligence.

**HONING REAP FOR SCALE**
To expand at this scale, BOMA will place a new emphasis on Government Policy Influence, outline a structure for Multi-Country Expansion, and pursue the development of a Center for Poverty Graduation and Resiliency Excellence.

**BUILDING A DELIVERY STRUCTURE**
BOMA’s model is being optimized for adaptability and affordability. Areas of focus include reducing per-participant costs, diversifying financial and market linkages, bolstering research and evaluation, and continued innovation through Performance Insights.

**INVITING SUPPORT FOR OUR WORK**
Mackenzie Scott’s investment offers an unprecedented opportunity to invite support from funders. To reach 3 million by 2027, BOMA will need at least $90 million for program delivery, structural capacity costs, and breakthrough investments.

**BOLSTERING TEAM BOMA**
BOMA will strive to optimize our “Africa-centric” organization with a highly-effective leadership team and county management teams.
ABOUT THIS ROLE

The Chief Program Innovation Officer is a mission-focused, seasoned, and strategic functional leader for the REAP model design, innovation, development, and adaptation across BOMA enterprise. The Chief Program Innovation Officer will create and drive new thinking and ideas that deliver excellence in program quality, innovation, adaptation, and position BOMA to achieve program goals and desired growth.

The Chief Program Innovation Officer will provide strategic leadership to technical team, ensuring quality, innovation, and adaptation of BOMA programs and lead Monitoring and Reporting to measure impact and efficacy of BOMA programs. The Chief Program Innovation Officer will serve as a member of the Executive Leadership Team (ELT), contribute to strategic plan and position BOMA for successful growth.

As part of this role, the Chief Program Innovation Officer will manage senior staff, and is expected to develop and manage a departmental budget.

BOMA is headquartered in the USA and Kenya, this is a global position that can be held remotely. Travel to the USA, Kenya and other countries will be required for meetings with partners, donors, senior staff, and the board of BOMA.

Reports to: BOMA CEO

Supervises: Technical Director, Program Monitoring & Analytics
PRIMARY RESPONSIBILITIES

Program Design and Development - 40%
1. Establish strategic vision and guiding program philosophy for BOMA REAP program.
2. Develop and improve suite of REAP graduation models and align program requirements to partnerships, contracts, grants, foundations, etc.
3. Provide input on proposals to potential partners in collaboration with Chief Technology officer, contribute to pipeline development.
4. Define offerings available to partners providing relevant examples.
5. In collaboration with Chief Scaling Officer, identify product availability by market.
6. Design program for specified contract or opportunity and collaborate with CF for implementation.

Technical Implementation - 20%
1. Lead Sector experts in partnership with Chief scaling officer, Chief Field Operations Officer and Chief Technology Officer, ensuring program expertise is applied, tracked, and managed through program life cycle.
2. Oversee program management and continuous program quality improvement that increases key impact measurements.
3. Identify and flag any emerging challenges and opportunities and provide feedback to program design.
4. Ensure that all program activities operate consistently and ethically within BOMA’s mission and values.
5. Support development of programmatic or operational guidelines to ensure the effectiveness of market program portfolio.
6. Quality assure program outputs to ensure they meet donor and BOMA requirements.

Monitoring and Measurement - 20%
1. Monitor progress, quality assurance of programs through measurement and evaluation (ME). Collect data and provide insights to support innovation in programming.
2. Guide and oversee impact monitoring framework and strategies against BOMA’s objectives at all levels including monitoring impact of policy changes, programs, and partnerships in collaboration with other BOMA functions.
3. Oversee robust knowledge management and synthesis of program data, findings, conclusions, recommendations, and lessons learned from monitoring, research, and evidence for internal and external audiences.
4. Utilize findings with view to improving BOMA enterprise work and informing policy recommendations.
Other duties (5%)
1. Support the CEO and the board through the process of the development, adoption, operationalization, roll out and tracking of the new strategic plan.
2. Support the CEO and the ELT through the process of organizational change-management as the strategic plan, new partnerships and new projects require BOMA’s people and systems to work in new ways.
3. Represent BOMA at various public events as requested.
4. Support the CEO, board and other team members in other mission critical needs as identified and prioritized by the CEO for the growth and the benefit of the organization.

Team Development (-10%)
1. Coach senior-level staff to manage and develop high-performance teams and develop and implement program strategies focused on impact and results.
2. Assist senior program managers with information, tools, and resources to improve performance & reach objectives.
3. Promote accountability, communicate expectations, and provide constructive feedback informally and formally via regular one on ones and performance reviews.
4. Create and sustain a work environment of mutual respect where project and regional managers strive to achieve excellence.

As part of the leadership team: (-5%)
1. Support organizational decision-making to reflect BOMA’s mission and values.
2. Support BOMA’s strategic planning processes and regular performance assessments with a focus on programs.
3. Drive BOMA’s effort to deliver on its annual program impact and milestone goals to support scaling.

Metrics:
1. Model effectiveness
2. ROI
CANDIDATE PROFILE

DESIRED QUALITIES

- Bachelor’s or equivalent in program management, social science, human resource management, international development, or another relevant field. Master’s degree preferred.
- 8-10 years of demonstrated expertise in design, development and continued advancement of programs, staff, driving development of strategic goals. Experience with global development related topics a plus.
- Proven record Strategic leadership, transforming ideas and relationships into concrete high-impact outcomes and partnerships, preferably in a nonprofit setting.
- Season spokesperson and communicator with multilateral institutions, public and private stakeholders, INGOs, and government.
- Effective leader with proven record of coaching, mentoring, and building diverse, inclusive teams
- Passion for BOMAs mission and servant leadership with high EQ.
- Demonstrated attention to detail, ability to follow procedures, meets deadlines and work independently and cooperatively with team members.
- Previous experience working in Africa is strongly preferred.
- Fluency in written and oral English is required.
MEET THE SEARCH TEAM: SRI EXECUTIVE

SRI Executive is an Executive Search, Leadership and Strategy consulting practice specialising in international development, Global Health, Sustainability, Development Finance and Education sectors. We have partnered with more than 300 organisations to place and support exceptional leaders and develop future-ready strategies that lead to impact. We bring in-depth expertise, an exclusive network and tailored approach to our service so that in Executive Search, organisations are introduced to leaders who have the balance of behavioral and technical skills to succeed in shaping a better world. In Strategy, our teams are purpose-built with globally respected thematic experts who co-create a roadmap to achieve meaningful global change. In enhancing the capability, capacity, and resilience of mission-driven organisations around the world, we know it comes down to people. We know who it takes to create lasting impact.

Rokhaya Ndiaye  
Lead Consultant  
Location: Senegal

Anne Waithera  
Research Consultant  
Location: Kenya

Bridget Alaimo  
Research Consultant  
Location: NY, USA

Ursula Gallagher  
Lead Consultant  
Location: Ireland

Cherry Ending  
Admin Support  
Location: Philippines

We are here to support with queries, updates, and interview preparation throughout this selection process. Please do not hesitate to reach out as needed but know we will be in touch regularly.  

PRIVACY POLICY  Your privacy is important to us. You can view SRI Executive’s Privacy Policy here. Thank you in advance for your cooperation.
1. APPLICATION
If you wish to be considered for this position, please forward a copy of your CV in Microsoft Word format, along with any relevant documentation to CPIO-BOMA@sri-executive.com on or before 08 April 2022. All information will be treated in the strictest confidence. We will revert to you as soon as possible when we have reviewed your application.

2. SCREENING
During the recruitment process, should you demonstrate sufficient relevant experience, SRI Executive will require your cooperation in completing a Competency Profile. You will also be required to participate in several telephone or video-screening discussions with the SRI Executive team to ensure there is a clear understanding of the Terms of Reference and to ascertain if there is the appropriate alignment (technical and behavioral) between you and BOMA.

3. SHORTLIST
Based on the screening discussions, SRI Executive will provide a shortlist of recommended candidates to BOMA for further review. Suitable candidates to take forward for first-round interview will then be selected by the hiring committee. SRI Executive will contact suitable candidates and arrange interviews.

4. INTERVIEWS
First-round interviews will be conducted by videoconference. Based on the outcome of first-round interview, successful candidates will be invited to participate in a second-round videoconference. An in-person meeting is highly likely before any appointment will be confirmed.

5. REFERENCES
Please be aware that this appointment will require that you provide us with contact information of three people who are willing to act as a referee, including former direct reports. We will not contact these individuals without your expressed permission.

6. FEEDBACK
After you meet with the BOMA team, we will advise you of their decision and provide feedback. At the selection stage, should you be the preferred final candidate, our client will likely extend to you a letter of intention to offer and that the offer will be subject to a reference from your current employer.

* Please note that this process may be subject to some change.
EXPRESS INTEREST

APPLY BY APRIL 8, 2022
CPIO-BOMA@SRI-EXECUTIVE.COM

LEARN MORE ABOUT BOMA

BOMA Website

2021 Annual Report

See BOMA in Action