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Director of International Programs

SeedChange is recruiting a Director of International Programs to provide leadership and direction for SeedChange's international programs, supporting seed sovereignty and agroecological programming with partners around the world. The Director of International Programs will oversee a team of 6-8 staff members, participate in organizational stewardship as part of SeedChange's Senior Leadership Team, represent our organization in external networks, and lead fundraising and donor relations for our international programs. This is an opportunity to work closely with a wonderful group of staff and partners at an exciting time for organizations working in food sovereignty and agroecology.

Context

SeedChange's vision is an equitable world sustained by just and resilient food systems. Our mission is to build food sovereignty by working with partners to enhance biodiversity, promote ecological food systems, and counter inequity. Working at the intersection of agrobiodiversity, agroecology, climate resilience, women's rights and rural livelihoods, our programs are designed to enhance the agency and rights of people at the heart of food systems worldwide: smallholder farmers, rural women, youth, and Indigenous peoples.

SeedChange supports local partner organizations in five ways: as **trainers** and **facilitators** sharing knowledge and connecting people, as **funders** raising and transferring funds, as **incubators** for the spread of ideas, and as **influencers** through policy advocacy. For more information on SeedChange, visit www.weseedchange.org. Interested candidates can read background on SeedChange's international work and approach in the preliminary report on a recently-concluded 5-year program [here](#).

Conditions of Employment

This is a full time contractual position. The incumbent must be based in Canada, with a preference for Ottawa or time zones favourable to collaborate with Ontario and Quebec-based colleagues. The incumbent must be available to travel internationally and in Canada for up to 10 weeks a year, conditions permitting.





Benefits available for this position

- Extended health, pharmaceutical, and dental coverage
- Life and disability insurance
- Defined contribution pension plan
- Parental leave
- Flexibility regarding working hours (in particular in light of Covid-19 constraints)
- Flexibility regarding location (as detailed above)
- Salary in the range of \$91,278 and \$101,175 depending on experience

Experience We Are Seeking

The table below indicates the mandate of the Director of International Programs, and the experience we have identified as critical in order to be successful in the job. We understand that candidates may not have all the experience/qualifications listed below. If you possess approximately 80% of the experience/qualifications, we encourage you to apply. Fluency in English and French is essential.

Mandate of the Director of International Programs	Experience/Qualifications
<p>Provide strategic leadership and direction for SeedChange’s international programs:</p> <ul style="list-style-type: none"> - Oversee and support the international programs team - Lead the strategic planning processes of SeedChange’s international programs - Oversee budgeting for the international programs - Provide oversight to monitoring, evaluation, learning and reporting processes of the international programs - Oversee partnership development within the international program 	<p>Demonstrated experience in strategic planning and program management from design through implementation and reporting (Essential).</p> <p>Minimum ten (10) years of management experience in rural, community-based development internationally (Essential).</p> <p>Lived and/or work experience in Africa, Asia and/or Latin or Central America and an understanding of the environmental, social and economic realities of at least one of SeedChange’s international program regions (Essential).</p> <p>Demonstrated experience in human resources management and ability to strategically lead, inspire and energize teams (Essential).</p> <p>A well-developed understanding of food security, food sovereignty, agroecology and feminist principles (Essential).</p> <p>Experience with monitoring, evaluation and learning systems and documentation of best practices (Essential).</p> <p>Excellent communications and cross-cultural skills (Essential).</p> <p>Experience with applied research (Asset).</p> <p>Experience working in coalition-based program delivery (Asset).</p>





	<p>Oral and written fluency in English and French (Essential) and in Spanish (Asset).</p> <p>Available to travel internationally up to 10 weeks, subject to COVID-19 protocols (Essential).</p>
<p>Play a lead role in external relationships:</p> <ul style="list-style-type: none"> - Lead fundraising and donor stewardship for our international programs - Represent SeedChange in external networks and policy fora - Communicating the importance and impact of our international programs to SeedChange’s target audiences 	<p>Experience with public policy and advocacy work (Essential).</p> <p>Excellent communication, reporting and presentation skills (Essential)</p> <p>Experience in fundraising and reporting to government, multilateral and Foundation donors (Essential).</p>
<p>Participate in SeedChange’s Senior Management Team:</p> <ul style="list-style-type: none"> - Help steward organizational strategy and human resources, financial, and risk management - Demonstrate leadership in SeedChange’s anti-racism, anti-oppression work 	<p>Knowledge of and commitment to anti-racism, anti-oppression principles and approaches (Essential)</p> <p>Experience developing and managing budgets (Essential).</p> <p>Solid computer skills including competence in the GSuite environment (Essential).</p>

SeedChange ways of working

The majority of SeedChange work out of our head office in downtown Ottawa. All staff are working from home during the pandemic. The Director of International Programs will have a dedicated work space in SeedChange’s office. The building is fitted with accessible doors and three elevators. The office has a push-button-lock-access and a bell if assistance is required to enter. An accessible, non-gendered washroom is available. If working remotely, SeedChange will supply a computer and within our financial constraints, resources to set up an adequate work space. SeedChange acknowledges that Covid-19 has disrupted work and personal lives, impacting people in different ways, and will work to support the Director of International Programs to undertake their work in this context.

SeedChange is striving to decolonize our approach to international collaboration. This work is ongoing. We are seeking to recruit and retain people born in the countries where we work, and to provide a work environment as safe as possible for people with disabilities, BIPOC peoples, 2SLGBTQIAP+ people and women.





Application instructions

To apply: e-mail careers@weseedchange.org and specify **Director of International Programs** in the subject of the e-mail. Please include a cover letter, your CV, and a written reflection, no longer than 2 pages, responding to the following:

- What approaches can international cooperation organizations, in particular organizations working in food sovereignty and agroecology, take to address unequal power relationships with partner organizations in the Global South?

Deadline for applications is May 17 at 12pm EST. Interviews will be held during the week of May 25. If you have questions in advance of applying, please contact Marie at careers@weseedchange.org.

Thank you for your interest in working with SeedChange!

