

DeBoer Fellowship Executive Director

Job Description



THE *DeBoer* FELLOWSHIP

The DeBoer Fellowship empowers Myanmar mid-career citizen leaders to create positive change in their workplaces, communities, and country. Each year the Fellowship equips 40 Fellows with critical leadership skills during a year-long training program, and then launches them into an engaged life-long community of DeBoer Fellows who support one another in their initiatives to go do good. The Executive Director convenes and coordinates this expanding, engaged network of ambitious, collaborative change-makers.

Learn more at deboerfellowship.org

The Opportunity: Influencing the Course of a Nation

In 2015, Myanmar held its first free and fair general elections in more than 50 years. Yet the nation's current generation of leaders does not have personal experience with democracy or the civic engagement that undergirds democratic societies. Myanmar's progress or failure as a nation is on the shoulders of its citizen leaders. Since 2014, the DeBoer Fellowship has given over 150 citizen leaders from diverse sectors, ethnicities, and religions the skills and networks they need to positively influence their nation's path. Interest in the DeBoer Fellowship has exploded, and the Fellowship now has the opportunity to create the most powerful and diverse values-aligned network of change-makers in Myanmar.

The Job: Executive Director

The DeBoer Fellowship Executive Director will lead in four core areas: **(1) leading the Fellowship program**, including collaborating with the US-based Board and Foundation President to chart the Fellowship's course in a rapidly evolving context; **(2) organizational development**, including developing its staff team and creating systems that multiply their leverage and impact; **(3) supporting a graduate network** of engaged and motivated leaders; and **(4) developing partnerships** with CEOs, nonprofit executives, academics, diplomats, and government leaders as the main ambassador for the DeBoer Fellowship. Therefore, exceptional communication, presentation, storytelling, and vision-casting skills will be required to inspire bold action, enlist committed support, and convene creative partnerships among a diverse set of stakeholders.





Job Type

- Job Type:** Full-Time, based in Yangon, Myanmar.
- Travel:** Travel for three annual Fellowship Events (one week each), short leadership retreats, trips to Naypyidaw for government meetings, trips to visit fellows across Myanmar, and at least one trip to the US per year for annual board meeting and strategic planning.
- Compensation:** Salary and benefits commensurate with other senior NGO leadership positions in Yangon.

Personal Attributes

The ideal candidate will have the following personal attributes and experience:

- **Energetic:** A self-starter with exceptional work ethic who can advance multiple priorities simultaneously.
- **Flexible:** Able to grow a rapidly-evolving organization in a constantly-changing and complex environment while maintaining both high standards and a sense of humor.
- **Innovative:** Constantly improving and creatively designing for the future, rather than relying on what's worked in the past.
- **Cross-Culturally Sensitive:** Effectively collaborates with both internationals and locals, with a knack for helping those from different cultures understand one another.
- **Sterling Character:** Personally embodies integrity in all areas of life, with an orientation toward excellence and service of others.
- **Relational Orientation:** Engages easily with people at all levels. Naturally builds strong networks, convenes diverse partnerships, and recruits stellar candidates into high-performing teams.

Skills & Prior Experience

Ideal candidates will have 5+ years of senior management experience, including experience in cross-cultural, multi-lingual work environments. In addition, ideal candidates will be able to showcase prior success in:

- **Generating/Casting Vision:** Has personally crafted a new organizational vision, and has operationalized it successfully.
- **Building a Team:** Has successfully recruited, hired, disciplined, and fired, resulting in clear organizational growth, not just status quo maintenance.
- **Building a Brand:** Has built or successfully grown the reputation of an organizational brand, personally exemplifying the brand and effectively communicating that brand to external audiences.
- **Stewarding Finances:** Has effectively created and managed a large budget involving many people and activities.
- **Diplomatic Leadership:** Has helped a talented, diverse, and passionate team successfully negotiate their different ideas, styles, and personalities for the good of the organization.
- **Managing Crises:** Has demonstrated excellent crisis leadership, making decisions quickly but wisely, fostering trust from direct reports, ensuring clear internal/external communication, and safeguarding morale amidst highly stressful circumstances.
- **Serving Others:** A demonstrated record of service to others.

Application Instructions

Completed applications must include a cover letter and CV. At least three references should be available upon request. Optionally, applications may also include examples of prior work, or other documentation that demonstrates the candidate's skills and prior experience.

Completed applications and questions may be emailed to hr@deboerfellowship.org.

Applications will be accepted on a rolling basis until an excellent fit is found.

GO DO GOOD!

