



Appointment of  
**Africa Director**



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## Executive summary

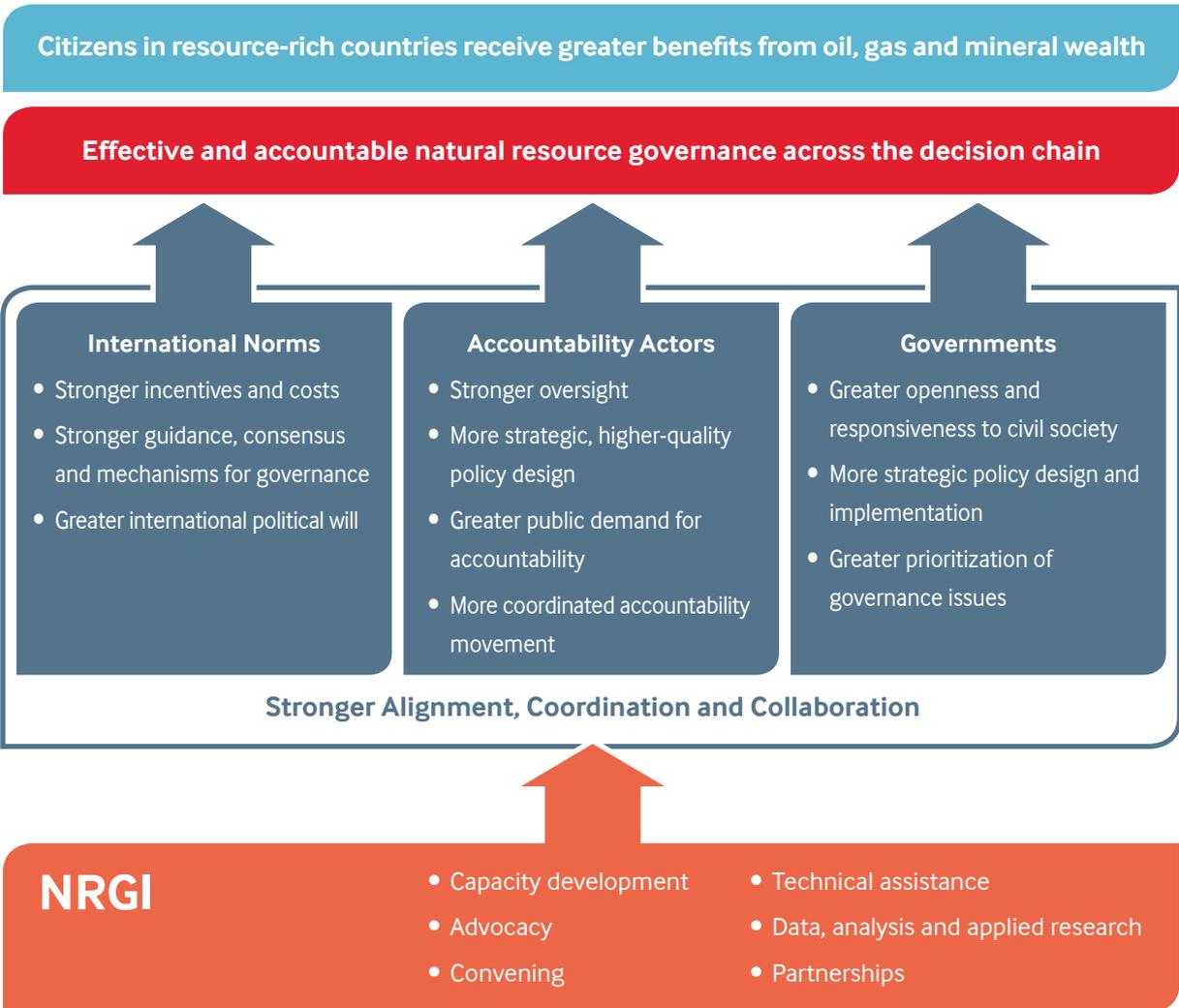
The Natural Resource Governance Institute (NRGI) helps people to realize the benefits of their countries' endowments of oil, gas and minerals through the provision of technical advice, advocacy, applied research, policy analysis, and capacity development.

NRGI works with innovative agents of change within government ministries, civil society, the media, legislatures, the private sector, and international institutions to promote accountable and effective governance in the extractive industries.

The Natural Resource Governance Institute is the result of a merger between the Revenue Watch Institute and the Natural Resource Charter, both of which have a strong history of research, advocacy and advisory work around natural resource governance throughout Africa and the world.



# NRGI Theory of Change





## NRGI's Comparative Advantage

Working with NRGI has key distinctive advantages including the following:

- Technical expertise and intellectual rigor: strong evidence base for the field via data, research and analysis work.
- Reputation and credibility with a variety of stakeholders (civil society, governments, parliament, private sector, media), as both broker and convener of reform dialogue and engaging in constructive policy advocacy.
- Operational presence in strategic countries, enabling rapid deployment and responsive engagement.
- Strategies and tools that are tested and honed, delivering greater impact, and codifying our work to increase uptake in our approaches by others.

### Shifts in strategic approach

#### Priority country engagement

- Supporting multiple stakeholders across the decision chain in priority countries, based on country selection criteria, responsive and opportunistic ability.

#### Strengthening our global practice

- Comprehensive approach to the decision chain in strategic and analytic terms using the Charter; yet focusing on core competencies and first-mover issues.

#### Bolstering empirical base & evidence-driven approach

- Analysis dissemination and use of data, rigorous policy analysis driving policy, advocacy and country level reform.

#### Collective action approaches

- Emphasis on integration of agents of change, partnering with civil society, government, parliament, and media; plus youth, deepening private sector engagement – with understanding political economy and governance realities.

#### Partnerships

- Striving towards partnerships at global and country level.

#### Monitoring, evaluation and learning

- Codifying lessons and results in the coming five years, informing their approaches.

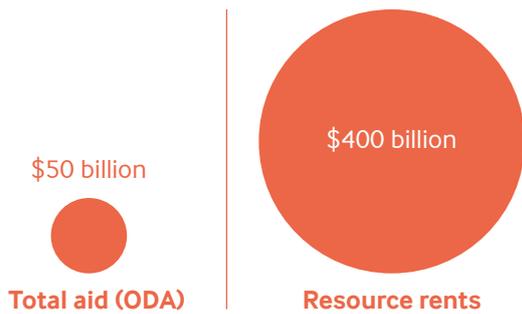
# Africa region

In light of new finds across the African continent and persistent need to harness oil, gas and mining wealth for citizen benefits, NRGi seeks to seize opportunities to cohesively advance natural resource governance across Africa. With the fall in commodity prices, the challenges are even greater, as are the opportunities to affect change. It is also presently deepening efforts in a select number of priority countries, focusing on critical aspects of the natural resource decision chain, based on country needs and demand. Evaluation of the work shows a greater impact if there is engagement with a diverse set of change agents across the decision chain in fewer countries, rather than with limited interventions across many countries.

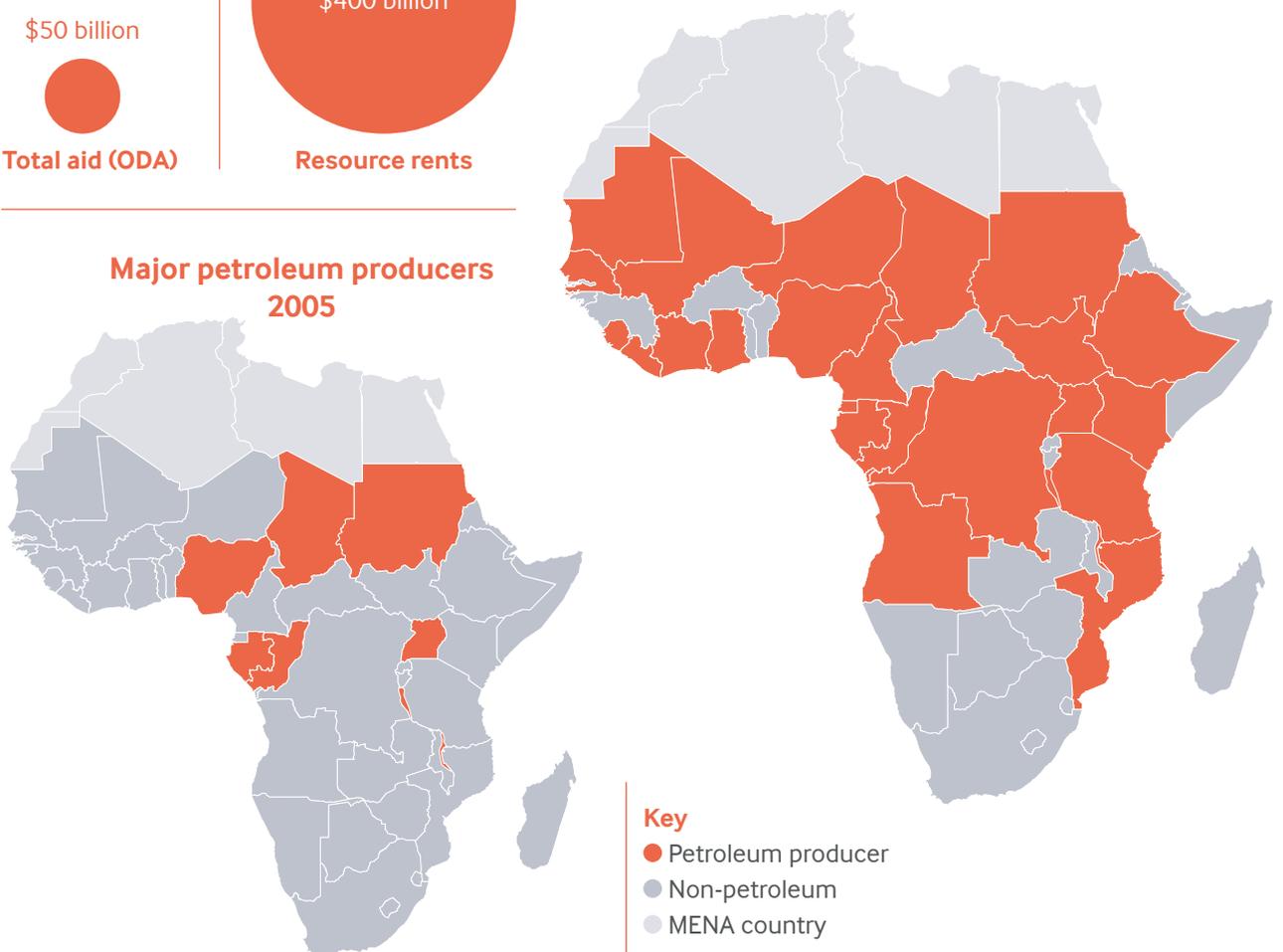
NRGI is concentrating financial and human resources more strategically in high-impact programs in particular countries, while engaging in global issues related to governance in natural resources.

For the Africa region, the priority countries include: Ghana, Tanzania, Nigeria, Democratic Republic of the Congo, and Guinea Conakry, in addition to work in Uganda, Sierra Leone, Burkina Faso, Niger and Zambia. Additional countries for future work may include Kenya, South Sudan, among others.

## The scale of the opportunity Resource rents vs. aid in Sub-Saharan Africa



## Potential petroleum producers by 2020





## Role description

NRGI is implementing an ambitious five year strategic plan through 2019 and seeks a dynamic, strategic and innovative leader for the Africa team.

In a dynamic context involving a large number of potential new petroleum and mineral projects and emerging challenges associated to the decline commodity prices, NRGI seeks an individual who can build relationships with a diverse range of critical partners and harness the strengths of the organization to advance accountable and effective governance in Africa.

### Purpose of position

The Director Africa role is a unique opportunity to cohesively improve natural resource governance across Africa. Reporting to NRGI's Chief Operating Officer and as the senior-most representative in the region, the position will define strategic engagements and target agents of change. Central to the role will be to oversee the successful execution of our country strategies, ensuring that lessons learned from our engagement and the changing political economy inform our work.

The person will also design and implement a regional strategy, that capitalizes on our engagements in priority countries and seizes new opportunities for reform as they emerge.

In this leadership position, the Director will have a major role identifying and cultivating partnerships locally, regionally, and internationally to increase resource mobilization and generate higher levels of impact. Developing strategic relationships with heads of state, intellectual leaders, international and regional actors, and change makers will ensure NRGI stays on the cutting edge of reform efforts. This will involve providing intellectual leadership and advancing international, national and regional advocacy priorities. The role also involves building, developing and managing a high performing team to progress the work of NRGI in the region.

**Reports to:** Chief Operating Officer, NRGI

**Direct Reports:** Africa team, currently includes a regional office based in Accra, Ghana and staff in Nigeria, Cameroon, DRC, Guinea, Tanzania, and Uganda.

**Location:** Accra, Ghana is the preferred location, however, other locations in the region will be considered with a preference for our priority countries.

## Key responsibilities include

- **Defining strategic engagements:** Oversees the implementation of NRGi's regional strategy, assessing opportunities for engagement, conducting outreach on our offerings and aligning regional and organisational objectives. Serve as chief spokesperson for the organization from the region.
- **Identifying key partnerships:** Identifies and cultivates strategic partners locally, regionally and internationally to advance our collective aims. Participates in regional meetings and initiatives with CSOs, governments and other key partners. Builds additional networks, fosters collaboration and develops strategic opportunities with a variety of large and smaller donors for the region.
- **Providing intellectual leadership:** Is the senior representative in the region, contributing expertise and strategic guidance through active outreach, participation in conferences and events, and showcasing expertise through media outreach to stimulate public debate.
- **Advancing advocacy:** Conducts international, national and regional advocacy to promote good governance in the extractive industries, including the adoption and implementation of the EITI, the pursuit of specific sector reforms in target countries, and targeting regional bodies to support and institutionalize transparency standards.
- **Team building and management:** Manages the Africa team, which currently comprises fifteen staff. Supervises and coaches staff to undertake their roles and hold them accountable for country and regional performance objectives.

## Candidate specifications/profile includes

### Qualifications

- Graduate degree in relevant field preferred (political science, economics, finance/accounting, law, or international affairs).
- Ten years directly relevant experience in governance and development in Africa, with preference for technical knowledge and deep understanding of effective and accountable management of oil, gas and mining; at least five years in a leadership/management role.

- Fluency in English with a strong preference for candidates who are also proficient in French.

### Competencies

- Demonstrated exceptional management skills.
- Ability to confidently and effectively communicate with diverse audiences, including public speaking.
- Extensive experience working to promote good governance, transparency, accountability and participation.
- Breadth of experience working with a variety of stakeholders, including government, civil society, and the private sector.
- Solid familiarity with international transparency and multi-stakeholder initiatives, including the EITI, or relevant knowledge in petroleum and mining sectors and/or public financial management.
- Experience working in Africa at regional and national levels, including in NRGi's target countries.
- Experience providing training to civil society, government and/or legislators.
- Experience providing technical/policy advice to governments and civil society.
- Strong research, organisational, writing and verbal communication skills with the ability to both think on feet and contribute to wide ranging issues in a public forum as well as simplify complex issues clearly, effectively and in an accessible manner appropriate to the audience.
- High level of personal integrity, transparency, professional discretion and an ability to interact effectively with diverse partners acting as a role model for others.
- Solid computer skills including the understanding of the use/power of social media.

The Africa Director role offers a competitive basic salary plus select allowances.



## Appointment process and how to apply

NRGI has retained the services of Perrett Laver to help identify and engage with the widest possible field of qualified candidates and assisting in the assessment of candidates against the requirements for the role. An executive search exercise is being undertaken alongside the public advertisement of the post.

Applications should consist of a full CV detailing academic and professional qualifications, full employment history, and relevant achievements and should be accompanied by a covering letter describing briefly how candidates meet the criteria in the 'Candidate profile', why the appointment is of interest and what they believe they can bring to the role.

These can be uploaded at:

[www.perrettlaver.com/candidates](http://www.perrettlaver.com/candidates) quoting the reference number 1885. The closing date for applications is 9am GMT on Friday 11th March 2016.

Applications will be considered by the selection committee and shortlisted candidates will subsequently be invited for engagement with the organization which will be closely followed by formal interviews commencing in late April. Selection of and negotiations with the preferred candidate will take place thereafter. It is intended that the appointee will take up employment at the earliest possible opportunity.

NRGI hires on the basis of merit and is strongly committed to equity and diversity within the community. All qualified candidates are encouraged to apply; however those from the African continent will be given priority.



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