
TERMS OF REFERENCE

CHIEF OF PARTY

Job : Chief of party
Place: Guatemala City

GLASSWING INTERNATIONAL

Glasswing International is an innovative non-profit development organization, winner of the Skoll Social Entrepreneurship Award in 2020 and winner of the 2021-2022 Audacious project, that addresses the root causes of poverty, violence, trauma, and migration in Central America, Mexico, and the Caribbean. As an organization founded and led in the global south, Glasswing is a leader in positive youth development; trauma-informed approaches; community-based learning; formal and non-formal education; locally-driven research and evaluation, and; cross-sector programming. Since 2007, our work has focused on collaborating with communities to build on their existing capacity, strengths, and assets, fostering civic participation and restoring social cohesion, while engendering ecosystems that mitigate risks and amplify conditions for resilient and thriving children, youth, and families. Glasswing is a locally managed non-profit organization with a strong community-centered focus that builds capacity and partnerships across government, businesses, and civil society stakeholders in order to sustain long-term impact.

PROJECT DESCRIPTION

Glasswing seeks an experienced Chief of Party (COP) to manage a large 5-year USAID-funded Cooperative Agreement that seeks to mitigate the acute and root causes of irregular migration among youth in Central America, specifically in Guatemala and Honduras. The two-country project will further develop a national youth volunteer service initiative that can be supported technically and financially by a wide range of stakeholders from government, private sector, international donors, and other investors unique to each country's situation. The COP will lead a systems-level approach with a wide range of local, national, and international actors who are interested in promoting youth-centered engagement as part of an overall national strategy. This project builds on current Glasswing programming in the region which is already reaching thousands of youth and builds on a wide stakeholder engagement strategy and a robust learning agenda to inform the development of a business model for a nationally-reaching youth service corps in Guatemala and in Honduras. This project aims to reach youth, particularly those living in vulnerable situations and who are at risk of irregular migration, to participate in community service projects while strengthening their academic, technical, and soft skills and their ties to their communities. The project will target youth, aged 15 to 29, and will involve their families, communities, local governments, and the private sector in a "whole of society" approach to destigmatize youth and empower them as agents of social change.

For Glasswing International, the safeguarding and protection of children and adolescents is essential and maintains the commitment of zero tolerance against any type of violence, abuse (physical, emotional and sexual) and mistreatment of children and adolescents. For this, Glasswing International has a Child and Adolescent Protection Policy and an Implementation Protocol, and it is the responsibility of Glasswing, its directors and collaborators to ensure its strict application. The scope of this policy includes all employees and departments, directly hired or subcontracted, with permanent or temporary contracts, volunteers and all kinds of suppliers, partners, and/or visitors (whether or not they have direct contact with children and adolescents) that participate in programs and projects in all countries where Glasswing International is present.

JOB DESCRIPTION

The COP will be based in Guatemala City and have substantial experience managing projects related to the functional and geographic context defined above, as well as substantial experience and ability in managing relationships with USAID, high-ranking government officials, and other key stakeholders. The COP will provide overall leadership, management, and general technical direction of the entire project, ensure an integrated vision among different components and actors, and meet all project deliverables. The COP will be expected to identify issues and risks related to project implementation in a timely manner and suggest appropriate adjustments. She/he will be the key liaison between Glasswing and USAID/Guatemala and USAID/Honduras and all other counterparts and implementing partners involved with the project, as well as manage and participate in high level visits from USAID and other USG officials. The position requires significant negotiation and coordination skills, broad general and technical knowledge of youth programming, and experience in the Northern Triangle. The COP will serve as Glasswing's designated person for the overall and day-to-day management of the project and act as the main point of contact for coordination and communication with the USAID- designated Agreement Officer Representative (AOR). He/she will provide overall management of project staff, consultants, and sub-awardees, as well as ensure the effective, efficient, and timely implementation of all project activities and oversee communications, administration, procurement, staffing/recruitment, budgeting, finances, and reporting.

MINIMUM QUALIFICATIONS

- Bachelor's degree or equivalent (Master's is a plus) in international development, sociology, economics, or related field of study required.
- At least ten (10) years of progressively responsible international work experience at the senior manager/director level as well as at least one USAID Chief of Party position implementing community-focused development projects; youth programming preferred.
- At least five (5) years of technical experience in youth programming, including direct supervision of technical or training staff.
- Demonstrated strong management, team building and negotiation skills
- Demonstrated experience in developing and managing alliances with the private sector, government counterparts, and local civil society.
- Excellent communication and writing abilities and superior interpersonal and cross-cultural communication skills.
- Knowledge of USAID administrative and Cooperative Agreement rules and regulations.
- Sound familiarity with the socio-economic landscape of Guatemala and Honduras is preferred.
- Fluent in English and Spanish (oral and written).
- Previous COP experience in the Northern Triangle is a plus.

APPLICATIONS

Email cover letter and CV to Human Resources at talentogt@glasswing.org Reference "COP Guatemala" in the subject line of your email by May 14, 2023.