



## Terms of Reference

### Governance Team Leader

#### Background

Never Again Rwanda (NAR) is a peacebuilding and social justice organization that works to foster a culture of peace and social cohesion in Rwanda and the region. NAR's core mission is to "actively engage a society to embrace sustainable peace and social justice". In pursuit of this mission, NAR operates a range of programs and projects throughout Rwanda, aligned with the strategic objectives outlined in its 2021-2025 Strategic Plan. These objectives encompass five key pillars: Peacebuilding, Governance and Human Rights, Youth Engagement, Strategic Partnerships, and Research. NAR seeks to hire a Governance Team Leader to oversee its governance portfolio under governance and human rights pillar, one of the organization's five pillars.

#### Duties and Responsibilities

The Governance Team Leader will undertake the following key responsibilities:

1. Oversee NAR's governance portfolio, providing strategic direction and ensuring alignment with organizational mission and goals.
2. Innovate and design new governance programs and initiatives that address critical areas for improvement in Rwanda.
3. Advise NAR's leadership on priority areas for governance interventions and engagement with government and other stakeholders.
4. Engage with Rwandan government authorities at national and local levels to advocate for strengthening and improving good governance reforms and promote NAR's work.
5. Monitor and evaluate the implementation of NAR's governance programs and activities. Provide regular progress reports to leadership.
6. Contribute towards resources mobilization for the governance portfolio, including writing grant proposals and reporting.
7. Represent NAR in governance-related forums, conferences, and policy dialogues at national and regional levels.
8. Contribute to NAR's overall strategy development, annual planning, and reporting processes.



### Qualifications and Experience

- Bachelor's degree in law, public administration, political science, or related field. MBA or Master's degree is an added advantage.
- Minimum 5 years of professional experience in governance, public policy, or democracy and human rights programming, with at least 3 years in a leadership role.
- Deep knowledge of governance issues, policies, and actors in Rwanda. Experience working with government authorities at national and local levels.
- Proven track record of designing and implementing successful governance projects and advocating for reforms.
- Strong program management skills, including strategic planning, budgeting, team management, and monitoring and evaluation.
- Excellent relationship-building and stakeholder engagement abilities. Able to represent NAR effectively with senior government officials, donors, and partners.
- Strong analytical, writing, and communication skills. Fluency in English and Kinyarwanda required.
- Committed to NAR's mission, values, and social justice principles. Culturally sensitive and able to work well in multicultural settings.

### Reporting

The Governance Team Leader will report to the Senior Management. This is an on-site working modality.

### How to apply

Interested candidates should submit a CV and cover letter to [info@neveragainrwanda.org](mailto:info@neveragainrwanda.org) with subject "Governance Team Leader Application" by **20 July 2024**. Only shortlisted candidates will be contacted. NAR is an equal opportunity employer.