



**Title:** Global Learning Manager

**Reports to:** Learning Director

**Location:** Kaolack, Senegal (principal location in other partner countries with the exception of Nepal will also be considered)

**Travel Requirement:** Extensive international travel required, up to 70% of the year

**FLSA:** Full Time/Exempt

**Schedule:** Monday through Friday

**How to apply:** Please send cover letter and resume to: [jobs@buildon.org](mailto:jobs@buildon.org)

## Overview of the Organization

buildOn is a not for profit organization working to break the cycle of poverty, illiteracy and low expectations through service and education. buildOn runs intensive community service and service learning programs in 44 high schools across the U.S. and empowers youth to contribute direct service to their communities – working with senior citizens, the homeless population and younger children. Through buildOn, students learn to see themselves as the solution, not the problem. They elevate expectations for their communities and themselves. And they develop the character, grit and determination they need to succeed. **97% of buildOn students in the U.S. not only graduate from high school, they go on to college!** These same students help build schools in some of the economically poorest countries in the world, bringing access to education to hundreds of communities. buildOn students have contributed more than 1.8 million hours of service in the U.S., and have helped build more than 1055 schools in Burkina Faso, Haiti, Nepal, Nicaragua, Malawi, Mali, and Senegal.

## Overview of the Role

Our new Global Learning Manager (GLM) will have the opportunity to work directly with buildOn's Learning Director (LD) and partner with the Global Team to develop a best-in-class learning platform, establishing the organization as the foremost in talent and leadership development. Through these efforts the Global Learning Manager will help to improve performance, and strengthen direction, alignment and commitment around our mission; uniting the organization as ONE buildOn. This position will require that the candidate spend significant time (six weeks at a time) in each of our partner countries throughout the year.

## Key Responsibilities

- The GLM will work with the LD to lead the effort to create multi-day, in-person/on-line learning sessions for all buildOn staff in every partner country. Coursework will focus on functional, individual and organizational leadership. We will utilize online learning between quarterly sessions. The GLM will also identify external thought leaders and learning opportunities that will contribute to our learning platform within our partner countries.
- The GLM will work with the LD to ensure that learning materials for team members are able to be both culturally and linguistically translated so that they can be used by all team members in our seven partner countries.
- The GLM will be responsible with coaching and support from the LD to plan and execute several ONE buildOn conferences across our partner countries each year.
- The GLM will work with the LD to conduct an ongoing global learning needs assessment to ascertain what the learning needs are in each of our partner countries and devise a global team learning strategic plan for 2018-2020.
- The GLM will spend a minimum of 70% traveling out in the field with about 6 weeks of travel and work in each of our partner countries at a time.



### **Specific Knowledge, Skills and Abilities Required**

- Working knowledge of relevant content areas, including the fields of international development, management/leadership, organizational development, talent management, adult learning theory, adult literacy, and human resource methodology in a developing country context.
- Demonstrated ability to develop content, curriculum and coursework in the field of social enterprise, management, leadership, organizational development and talent management.
- Strong facilitation and program delivery skills.
- Demonstrated ability to work with and influence all members of the buildOn team in differing cultural contexts both domestically in the US and abroad. Must be able to display a strong presence in the classroom.
- Flexible, adaptable with internal clients, colleagues and organization needs.
- Exceptional organizational and planning skills.
- Experience using technology options for facilitating learning – i.e. webinars, podcasts, online simulations, etc. (Experience with Adobe Captivate is a huge plus!).
- Functional knowledge or strong desire to become proficient in nonprofit fundraising, marketing, finance/operations, service learning, and international development, to develop Learning in those areas.
- Experience working with multi-cultural and international teams is strongly preferred.

### **Required Qualifications**

- Earnest and sincere commitment to buildOn's Mission and Core Values.
- Bachelors or Masters in Psychology, Education, International Development, or related field.
- 3-5 years of experience in any one or more of the following fields: international nonprofit, education, and/or an organizational learning environment.
- Willingness to be located in one of our West Africa regions as home base (preference for Senegal – though other regions with the exception of Nepal will be considered)
- Flexibility to travel internationally at least to 70% of the year.
- Must be fluent in French and English. Spanish and/or Nepali fluency will also be considered.
- Expertise in the development of complex customized international learning and development solutions for individual leaders as well as system-level change initiatives.

buildOn is an Equal Opportunity Employer.

For additional information, please visit our website at [www.buildon.org](http://www.buildon.org)