



POSITION DETAILS			
Position Title:	Program and Innovation Manager	Office Location:	Phnom Penh, Cambodia
JOB DESCRIPTION			
Pact Overview			
<p>At the heart of Pact is the promise of a better tomorrow. The promise of a healthy life. Of a decent livelihood. Of sustainable natural resources that benefit communities. Now more than ever in its 42-year history, Pact is helping millions of people who are poor and marginalized discover and build their own solutions and take ownership over their future. Pact enables systemic solutions that allow those who are poor and marginalized to earn a dignified living, be healthy, and take part in the benefits that nature provides. Pact accomplishes this by strengthening local capacity, forging effective governance systems, and transforming markets into a force for development.</p>			
Department Overview			
<p>Pact is recruiting a Program and Innovation Manager (Manager) who will play a leadership role in ensuring that Pact's programs are continuously innovating and adapting to changes in the development and operational environment, and will directly inform strategic decision making in Pact's community development activities. The Manager will work in close collaboration with Pact's Country Manager and programs team, as well as with a variety of implementing partners and other key stakeholders.</p>			
Position Purpose			
<p>The Manager will serve as a lead for advancing Pact's programmatic design through a lens of innovation and adaptation, and in particular will ensure that Pact's current and future programs are delivering real benefits and impacts to key participating groups including youth and women. The Manager will have project management, program design, strategy design, research, and business development responsibilities.</p>			
Key Responsibilities			
<ul style="list-style-type: none"> • Collaborate with Pact's Country Manager to adapt and implement Pact's strategic vision for supporting thriving and resilient communities. • Develop and strengthen innovative country programs based on analysis of the local and global context. • Manage implementation of ongoing project activities, including management of implementing partners, and monitoring of field activities. • Develop strategies that ensure Pact's programs support the constructive engagement of Cambodian youth. • Contribute to identification and securing of new business opportunities. • Consult with key stakeholders to develop understanding about priority learning and capacity development needs in the areas of local governance systems, citizen engagement, youth leadership, economic empowerment, social accountability, and other diverse areas as deemed relevant. • Establish and maintain a clear learning agenda composed of strategic and action-oriented research questions. • Support primary and secondary research through diverse methodologies. • Ensure compliance with donor, Pact, and project-specific policies. • Perform other duties as assigned. 			
Requirements			
<ul style="list-style-type: none"> • Demonstrated experience in management and leadership positions. • Demonstrated familiarity with non-profit and contractor international development landscape. • Deep familiarity with the Cambodian operational context. • Demonstrated experience facilitating design processes for innovative programming. • Experience supporting youth engagement and empowerment initiatives. • Demonstrated success in mobilizing resources from diverse sources. • Familiarity with diverse models for implementing development programming. • Curiosity, drive, discernment, humility, passion of purpose; • Committed and effective communicator with excellent English language, public speaking, written and verbal communication skills. 			



- Demonstrated initiative and creativity in problem solving.
- Demonstrated capability in strategic visioning and planning.
- Expert computer skills in Microsoft Office Suite applications, including Word, Excel, PowerPoint and Outlook;
- Fluency in English.

Pact is an equal opportunity employer and does not discriminate in its selection and employment practices on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, gender identity, marital status, disability, genetic information, age, membership in an employee organization, or other non-merit factors.