

## VP, Programs Hiring Task

Q1'25

### Overview

Thanks so much for your interest in the VP, Programs role at GiveDirectly! As you know, this role is a critical senior leadership role at GiveDirectly and we're excited to learn more about how you would approach some example "big questions" this role will tackle.

Please read through the task below and spend no more than 3 hours completing.

### How to submit your task

- When you're done, please submit your completed exercise by uploading it via the provided link or emailing it to us. Let us know if you have any questions or need anything!

### Hiring Task

1. Please read over this [informational packet](#) (make sure you've read all the tabs on the left of the doc), and this spreadsheet of our current [country portfolio and active projects](#). Pretend you're in the role, and have been asked to prepare a concise memo or presentation to share with the CEO as part of our strategic planning process responding to the following questions:
  - a. Given the strategy and goals outlined, what changes to our country footprint (if any) would you consider over the next 2-3 years? Why?
  - b. Assume we have \$5m to invest in establishing our crisis response capabilities and the footprint of countries we can do crisis response in. How should we invest that?
  - c. We have \$100M in flexible, unrestricted donations to allocate to any type of cash transfer programs anywhere in Africa over the next 12 months. What would be your key considerations and how would you propose allocating these funds across different countries and programs to maximize impact for recipients while also driving us meaningfully forward on our plans and goals?
2. As you may know, we experienced a [major fraud incident in DRC](#) a couple of years ago. We recently received a report via the whistleblowing hotline that there were also incidents of safeguarding breaches by the same team members involved in the fraud, all of whom have since been dismissed from the organization as a result of the fraud investigation. The report claims that, during enrollment, imposters (i.e. community members living in other villages than the target villages) attempted getting enrolled to the program, upon which GiveDirectly staff suggested to trade sexual favors for participation in the program. The global safeguarding team say they're unable to reach the person who reported, and unable to investigate in person due to the recent conflict escalation. The safeguarding team notify you of this situation and aren't sure what to do next -
  - a. Outline what steps you would take and why you would take those steps? Please ensure you include; goals, process, team (who would be involved) and division of responsibilities.