**VP, Programs**

**GiveDirectly (GD)**

**About the job**

**About GiveDirectly**GiveDirectly (GD) aims to reshape international giving – and millions of lives – by providing cash grants directly to the world’s poorest. The Brookings Institution estimates that $70B of cash transfers would be required to eliminate the poverty gap; the aid sector currently spends $135B each year, much of it on evidence-free interventions. GiveDirectly wants to change that, establishing cash transfers as a benchmark for foreign aid – as the index fund is a benchmark for the financial industry – and in the process accelerating the end of extreme poverty.  
  
GD has raised over $1B since launching in 2011, delivered cash to more than 1.5 million people in 15 different countries. We’ve also supported large-scale, experimental research that indicates strong recipient impact of our programs. As a result, GD has been celebrated as one of the most innovative non-profit companies by [Fast Company](https://www.fastcompany.com/most-innovative-companies/2017/sectors/not-for-profit), while the growing cash transfer movement (and GD’s leading role within it) have been featured in the [New York Times Magazine](https://www.nytimes.com/2017/03/10/magazine/the-2-26-17-issue.html?_r=0), [This American Life](http://www.thisamericanlife.org/radio-archives/episode/503/i-was-just-trying-to-help), [Foreign Affairs](http://www.foreignaffairs.com/articles/141214/christopher-blattman-and-paul-niehaus/show-them-the-money), and [The Economist](http://www.economist.com/news/international/21588385-giving-money-directly-poor-people-works-surprisingly-well-it-cannot-deal).  
  
Our culture is candid, analytical, agile, and non-hierarchical. Our global team of ~150, and country operations teams of ~650, together come from 21 different countries speaking 69 different languages. Team members bring experiences from the private sector, NGOs and government. From software engineers to seasoned humanitarian workers, former management consultants to public servants, researchers to field operations -- it’s an incredible group of people.  
  
Our [values](https://www.givedirectly.org/givedirectly-values/) are central and deliberately opinionated. We genuinely center the people we serve in our decision making, and strive to build an ambitious, fast moving and high performing environment. We strongly encourage you to read through our values carefully, if they reflect how you like to work and energize you, this could be a great fit.  
  
We work hard to create an environment in which all our team members can thrive, succeed and grow. We support flexibility, take care of each other, have fun, and create professional growth opportunities.  
  
**Priority application deadline:** Applications close February 23, but early applications heavily encouraged and will be processed as they are received.  
  
GiveDirectly is seeking a strategic and results-driven **VP, Programs** to lead GiveDirectly’s global cash transfer programs.  
  
This is an extraordinary opportunity for a seasoned programmatic and operations leader. At a time when the sector is grappling with multiple crises of conflict, poverty, and huge changes in the funding landscape, GiveDirectly is growing quickly (50%+ YoY growth in 2024 *without* including USAID), takes a technology first and evidence based approach, and is in a position to make bold bets and investments in ways to accelerate the end of extreme poverty.  
  
As VP, Programs you will be responsible for safely delivering $150m in cash transfers to people in poverty and crisis, managing a team of 600+, and working across 10+ countries from Malawi, to the DRC, Mozambique to the USA. You will ensure excellence in program design and execution, with attention to efficiency and scalability while maintaining our commitment to deliver cash directly and safely.  
  
**Location:** This role is remote but must be able to work somewhere in between Central European and East African Timezones, with a preference for candidates based in one of our Africa offices.  
  
**What We’re Looking For**

* An expert in programmatic delivery of cash in development and humanitarian contexts (particularly our operating countries in Africa), including understanding how operational delivery interacts with everything from government relations to fundraising, academic research to crisis management, the risks of fragile contexts to preventing fraud and safeguarding.
* Strategic judgment and nimble execution: able to see the big picture and operate at 30k feet for what’s most important, while in command of the details and able to operate in a lean, fast moving, entrepreneurial environment.
* Embody and set an example for GD values: we take [our values](https://www.givedirectly.org/givedirectly-values/) incredibly seriously, and expect our leaders to embody, nurture and promote them in the way they work and the teams they build.
* An exceptional leader and manager; hire and develop top senior talent, while structuring and running an effective team and setting a high bar for performance.
* Build and manage scalable systems; Able to design, implement and monitor operational delivery systems in highly variable operating contexts that are simple, scalable, data driven, efficient and technology forward in the way they work.

**What You’ll Do**

* Lead and develop high-performing teams – Hire, coach, and manage a team of 600+, including Regional Directors, Country Directors, cross-country staff and field officers, ensuring strong leadership, talent development, and high performance across GiveDirectly’s global programs.
* Oversee and scale program execution – Deliver $150M+ in cash transfers efficiently and safely, ensuring excellence in program design, financial oversight, risk management, and continuous operational improvements.
* Drive strategy and planning – Set and execute regional and global program priorities, advise the CEO on operational investments, and ensure alignment across teams like Program Tech, Finance, Security, and Fundraising.
* Strengthen governance and risk management – Ensure compliance with labor laws, donor requirements, and safeguarding policies while supporting crisis response, audits, and government relations.
* Expand GiveDirectly’s impact – Partner with research teams and external institutions to rigorously evaluate our impact, identify and pursue strategic partnerships, oversee new country expansions, and collaborate with research, product and fundraising teams to align opportunities with organizational priorities.
* Represent GiveDirectly externally – While this will not be the main focus of the role, there will be ongoing need to engage with key stakeholders, donors, and global forums to advocate for cash transfers, strengthen partnerships, and position GD as a leader in the sector.
* Travel: We expect the VP Programs will need to be prepared to travel 25% of the time, spending time with our teams in Africa and the US.

**Compensation**At GiveDirectly, we strive to pay our employees generously and equitably. We use an accredited third party salary aggregator to ensure that staff’s total compensation package (base compensation + bonus) falls within the 75th percentile of similar roles, at similar organizations. We also have a no negotiation policy to ensure we are paying staff equitably across roles.

* The United States salary for this role is $231,000.
* The Kenya base salary for this role is $200,000.

If you are not based in the US or Kenya, we will share an estimated salary benchmark for the country you are based in during the hiring process.  
  
**Why work at GiveDirectly?  
  
Role**At GiveDirectly, we work to ensure that you have everything you need to excel in your role and on your team, including:

* A positive and supportive team with opportunities for advancement
* A demonstrated commitment to helping all staff develop and grow
* A competitive salary, including bonus
* A robust health benefits plan (exact details will vary by country)
* Flexible paid time off
* Allowances for desk set-up and learning and development

**Working at GiveDirectly**GiveDirectly is an Equal Opportunity Employer. All qualified applicants are considered for employment without regard to the person’s race, color, religion, national origin, sex, sexual orientation, age, marital status, veteran status, disability, or any other characteristic protected by applicable law.  
  
*US applicants only:* We invite you to "[Know Your Rights](https://www.linkedin.com/redir/general-malware-page?url=https%3A%2F%2Fapp%2egetguru%2ecom%2Fcard%2FTrxrEknc%2FUS-Federal-Law-on-Workplace-Discrimination)" as an applicant.  
  
**Commitment to Safeguarding**As a global organization serving some of the world’s most vulnerable communities, GiveDirectly takes the safeguarding of its recipients, staff, and partners seriously. To that end, GiveDirectly is a member of the [Misconduct Disclosure Scheme](https://misconduct-disclosure-scheme.org/), and will systematically check with previous employers about any sexual exploitation, abuse, and harassment issues relating to potential new hires. We may also employ other robust pre-hire screens, including in-depth reference checks, criminal background checks, and sanctions screens.  
  
GD is committed to observing all local, national and international laws that protect children, vulnerable adults, and basic human rights of all. GD is committed to a policy of “zero tolerance for sexual exploitation, abuse, and harassment (SEAH)” and expects anyone who works for GD to uphold the protection and safeguarding of our recipients as a priority.  
  
These efforts help us continue to build and maintain trust with the communities we serve, and prevent harm to our recipients.  
  
**Want to put your best foot forward on your GiveDirectly application?** Take a look at our [Candidate Application Prep Guide](https://www.linkedin.com/redir/general-malware-page?url=https%3A%2F%2Fapp%2egetguru%2ecom%2Fcard%2Fig5kr4ET%2FGiveDirectly-Candidate-Application-Guide)!