GiveDirectly Interview with the President (cc and paste qns & Ans from chat and STAER rubrick of the same.

TO DO!! Refine the why interest # 7 –share highlights from experience and skills that make you a fit with clear examples

Some things to highlight: Must incorporate - **ecosystem mediation- for strategic decision making integrating the mediation of policy and ecosystem effects, ensuring we measure what really drives long-term impact."\***

* leading high-impact financial inclusion programs,
* navigating crisis response with agility, and securing transformative donor funding.
* our ability to scale operations, from MedShare’s humanitarian relief to expanding DHL’s reach, mirrors the bold innovation we value here at GD.
* We’re inspired by your commitment to equity, climate resilience, and financial access, and we’d love to connect to explore how your expertise can help us take our cash programming to new heights.

**A distributed network can also be** [**agent-based**](https://en.m.wikipedia.org/wiki/Agent-based_model)**, where what controls the agent or component is loosely defined, and the components can have either pre-configured or dynamic settings**.[3]

* **DISTRUBUTION NETWORK- AGENT BASED but with ability to dynamic systems- adapt to change in ecosystem-social economic and environmental, political and health pandemic**
* Task
* Internal… risks- Agent banking
* How to manage
* Emergent phenomenal
* Armored vehicle… vulnerability
* **Solution:**
* Balance ledgers manually
* Mitigated… by **Block Chain- Distributed Ledger**!!
* That Zeitgeist (time and ghost) spirit of this time!!!
* Intelligence is the network!!!
* To answer questions use examples but in # 1 bring out ecosystem impact! Hone the “E”

New Approach to STAR Rubric – instead STAER- SEE NOTES

**That’s a great refinement! \*\*STAER (Situation, Task, Action, Ecosystem, Result)\*\* keeps the focus on \*\*measurement and narrative flow\*\*, ensuring that results remain the ultimate impact metric while integrating the \*\*ecosystem as the mediation factor\*\* influenced by organizational policy and system-wide interactions. Here’s how to structure it:**

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### **\*\*STAER: An Expanded Framework for Evaluating Cash Transfers**\*\*

1. \*\*Situation (S)\*\*

- Define the context within its broader \*\*economic and social system\*\*.

- Consider systemic barriers such as \*\*market inefficiencies, financial infrastructure gaps, policy limitations, or vulnerabilities in fragile economies\*\*.

- **Example: A rural community with limited access to banking, high unemployment, and informal economic structures**.

2. \*\*Task (T)\*\*

- Outline the \*\*core objectives\*\* of the intervention.

- Instead of focusing only on individual recipients, frame the task around \*\*improving systemic efficiency\*\*—financial inclusion, market liquidity, or economic resilience.

- **Example: Distribute digital cash transfers to increase household stability while strengthening local market dynamics**.

3. \*\*Action (A)\*\*

- Describe the \*\*implementation strategy\*\* at both the \*\*recipient and ecosystem levels\*\*.

- Highlight \*\*organizational decisions, process optimizations, and policy alignments\*\* that shape the intervention.

- **Example: Deploy mobile money transfers, partner with local financial institutions, and introduce a financial literacy component**.

4. \*\*Ecosystem (E) – The Mediation Layer\*\*

- Examine how \*\*organizational policies, economic structures, and local systems mediate the intervention's impact\*\*.

- Identify \*\*feedback loops\*\* between \*\*cash transfers and market dynamics\*\*, such as price stability, demand shifts, and business growth.

- **Example: Increased consumer spending boosts local businesses, prompting supply chain adjustments and price stability.**

5. \*\*Result (R)\*\*

- Measure impact at both \*\*individual and systemic levels\*\*.

- Move beyond direct benefits to assess \*\*long-term sustainability, economic shifts, and adaptive policy improvements\*\*.

- **Example: Not just increased income for recipients, but also improved business expansion, higher financial inclusion rates**, and shifts in government aid policies.

### **\*\*Why STAER Works for Cash Transfers**\*\*

- \*\*Maintains a clear narrative arc\*\*, ending in measurable \*\*results\*\* while incorporating \*\*policy and ecosystem mediation\*\*.

- \*\*Aligns with organizational decision-making\*\*, allowing GiveDirectly to refine its strategies \*\*based on system-wide insights\*\*.

- \*\*Enhances donor engagement\*\*, demonstrating not only the \*\*efficacy of cash transfers\*\* but also their \*\*structural impact on economic resilience\*\*.

### \*\***How to Introduce STAER to the President**\*\*

Since this is a \*\*strategic discussion\*\*, positioning STAER as a \*\*refinement of STAR based on GiveDirectly’s unique model\*\* will make it engaging:

**- \*\*Frame it as an Evolution\*\***

- \*"STAR has been a great framework for measuring individual outcomes, but cash transfers operate within complex systems. **STAER** builds on this by **integrating the mediation of policy and ecosystem effects, ensuring we measure what really drives long-term impact."\***

**- \*\*Use a Practical Example\*\***

- \*"If we only measure whether recipients use their cash effectively, we miss how those transactions impact local economies. STAER allows us to analyze cash flow within an economy, identifying how transfers stimulate business growth, financial inclusion, and long-term poverty reduction."\*

- \*\***Highlight Strategic Value**\*\*

- \*"**By adopting STAER, we can better communicate our impact to donors and policymakers, making a stronger case for cash as a transformative tool—not just an immediate relief mechanism**."\*

This approach ensures that you \*\*guide the President through the framework in a high-level, insightful way\*\*, reinforcing \*\*your thought leadership\*\*. Let me know if you’d like to refine your delivery or practice how to introduce this in the conversation! 🚀

**Qns & Ans. Have clear answers using STAER rubric**

**Qn. why I’m interested in job**

* leading high-impact financial inclusion programs leveraging innovation see previous example Kenya investment mechanism. DERISKING
* Program execution leading high-impact financial inclusion programs, navigating crisis response with agility, in crisis-using block chain distribution networks model Nigeria Ebola currently
* securing transformative donor funding. Strength
* Evidence base/MEL FRAMEWORK
* private sector engagement- orchestrating a network of stakeholders
* Leadership style

Qn response—STAER USE FIND EXAMPLES AND EXPOUND

* 1st 90 days
* Risk management use STAR —ECOSYSTEM

Distribution Network- ledge like block chain … AI data mining… token some token results should be identical

Broad high level now I need examples of the same

**Alignment with Role Criteria**

**1. Expertise in Programmatic Delivery of Cash in Development & Humanitarian Contexts**

You have extensive experience in **financial inclusion and digital finance**, particularly for **rural women and farming households**. At **Palladium**, you lead large-scale humanitarian and development programs funded by **USAID, Global Fund, WFP, and UN agencies**, ensuring effective financial solutions in fragile contexts. Your work with **Grameen Foundation** leveraged **mobile technology and digital wallets for financial access**, directly aligning with cash-based programming. At **MedShare International**, you designed and implemented humanitarian relief operations, including **Ebola response in West Africa and Hurricane Matthew in Haiti**, demonstrating expertise in crisis-response cash interventions.

**2. Strategic Judgment & Nimble Execution**

Your leadership in **$2.8 billion** USAID and other donor-funded projects shows **strong strategic oversight and execution capabilities**. At **DHL International**, you expanded operations from **15 to 140 outlets**, showcasing **entrepreneurial agility**. Your work at **VSO Nigeria** required quick adaptation to **COVID-19 humanitarian challenges**, emphasizing your ability to operate in **fast-moving, crisis-prone environments**.

**3. Embodying & Promoting Organizational Values**

Your career demonstrates a commitment to **equity, financial inclusion, and climate resilience**. Your leadership in **advocacy, partnerships, and policy dialogue** aligns with humanitarian values. At **ChildFund International, World Vision, and CARE**, you worked to uplift marginalized communities, reinforcing your dedication to **values-driven programming**.

**4. Exceptional Leadership & Management**

With leadership roles at **Palladium, Chemonics, VSO, and DHL**, you have extensive experience in **hiring, mentoring, and managing high-performing teams** across **Africa, the Americas, and Asia**. Your ability to **structure and lead technical teams** has resulted in winning and implementing **multi-million-dollar projects**. Managing a **$30M medical inventory at MedShare** and securing **$225M+ in donor funding at Chemonics** showcases your **capacity to lead large-scale initiatives** effectively.

**5. Building & Managing Scalable Systems**

Your **process agility, digital finance expertise, and supply chain management** skills align with the need for **scalable, data-driven, and technology-forward solutions**. Your research at **Grameen Foundation** focused on **scalable financial models**, and your work on **Grameen’s Kilimo and SAT4 projects** demonstrates experience in **leveraging digital tools for cash transfer programs**.

**Conclusion**

Your **strategic leadership, technical expertise, and ability to scale impact** make you an exceptional fit for this role. You bring **proven success in cash programming, crisis response, digital finance, and operational efficiency**, ensuring high-impact program delivery