



Position Announcement: Executive Director

WISER International

Located in: US or Kenya

Ask yourself

Are you passionate about creating environments that empower girls to transcend barriers and drive change? Can you imagine a world where girls are healthy, educated, and in control of their own destiny - free from violence, disease, and limitations based on gender?

Do you have a track record of acquiring resources for mission-based initiatives? Are you a natural relationship builder who can inspire others with your energy and vision? Does building a team excite you?

Do you have a desire to work across international borders to promote positive outcomes for the hardest to reach? **Do you want to be part of an organization that is transforming the lives of girls in Kenya?**

Why?

WISER International – a nonprofit organization that works with girls in Kenya to transcend poverty, HIV/AIDS, and gender-based violence by creating environments that empower young women to drive change in their communities – seeks its next Executive Director.

What will you do as WISER's next Executive Director?

Based in either the United States or Kenya, the Executive Director will lead nonprofit operations of WISER's 501(c)(3) entity, working closely with the WISER International and WISER NGO boards, school leadership, and US and Kenyan-based staff.

WISER is a growing organization, and the Executive Director will be tasked with building and fostering a strong team, securing additional financial support, maintaining existing relationships, seeking opportunities for new partnerships, and strengthening US and Kenyan operations.

WISER employees are not provided with a physical office space and, as such, have the opportunity to work remotely from home or from other appropriate working spaces that fit their individual needs.

Why WISER?

WISER was established in 2007 to address the intense challenges girls face in Muhuru Bay (Kenya), including poverty, HIV/AIDS, and gender-based violence. From its beginnings as Camp WISER, an early program that provided after-school opportunities to primary school



students, WISER's programs have transformed over the past ten years to empower more girls and provide access to health and education to the wider Muhuru Bay community.

In 2010, WISER opened its flagship program, the WISER Girls Secondary School providing a girl-centered empowering environment, quality education, health and life skills training, safe living, healthy food and clean water, and psychosocial support to 30 girls. In 2021, WISER provided fully funded secondary education, safe housing, leadership opportunities, skills development, mentorship, and psychosocial support to 274 girls, approximately 40% of whom are partial or total orphans, many due to HIV/AIDS-related illness.

WISER is particularly dedicated to STEM excellence and provides all of the girls with access to a computer lab, robotics and engineering clubs, and two university-quality science labs where faculty teach using hands-on learning. Many go on to pursue advanced education in STEM-related fields.

To date 464 students have enrolled at WISER, with a graduation rate greater than 99%.

Want to know more? Visit WISER's website at <https://wisergirls.org/>.

Key lived experiences, attributes, and skillsets sought in the Executive Director

WISER's next Executive Director will bring myriad skills, attributes, and experiences to the organization, with the most important of these being:

- A deep and unwavering commitment to WISER's mission
- Deep fundraising experience, especially in the areas of individual giving, corporate relationships, and grants
- Experience recruiting and leading a team with a focus on staff development and retention
- Strong business acumen with experience managing corporate or nonprofit business operations
- Strong relationship-building and communication skills with diverse stakeholder groups, valuing the input of all voices and working to achieve mutually beneficial outcomes
- Track record of building community partnerships and collaborating with entities to garner support for mission-based initiatives
- The ability to vision strategically, implement tactically, think critically, and be resourceful in resolving issues
- Experience managing operations that cross international boundaries

Skills, attributes, and experiences that will strengthen an individual's candidacy include:

- Experience with board of directors' recruitment, governance, and engagement, especially navigating boards that cross international boundaries
- An understanding of program development, management, and evaluation

- Previous nonprofit leadership experience
- Background in education, particularly at the secondary level
- Willingness to spend time in Kenya (if US-based) or US (if Kenya-based)

Are you WISER's next Executive Director?

To apply, click on the link to the **Executive Director position profile** at

<https://www.armstrongmcguire.com/jobs>. You will see instructions for uploading your compelling cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact staci@armstrongmcguire.com.

To ensure an equitable process, all candidates must apply through

<https://www.armstrongmcguire.com/jobs>. *No applications will be accepted by email or directly from third-party posting sites such as Indeed, LinkedIn, etc.*

Salary is commensurate with the requirements of the position and is in the \$100,000 range. Benefits include health, dental, and vision insurance; 10 paid and 2 floating holidays; and paid time off.

WISER actively seeks a diverse pool of candidates and is committed to the principle of equal employment opportunity for all employees, contractors, and partners, and to providing a work environment free of discrimination and harassment; at WISER, we celebrate our differences. All working relationships at WISER are based on business needs, job requirements, and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, family or parental status, sex (including pregnancy), sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, mental, sensory, or physical disorders/disabilities, genetic information, age, political affiliation, membership in an employee organization, past or present military service, or any other status protected by the laws or regulations in the United States.