LOCATION: Bogotá, Colombia

TERM: Long-term full-time position

EXPECTED STARTING DATE: August 2020

APPLICATION DEADLINE: Applications will be considered on a rolling basis

RESULTS-BASED FINANCING PROJECT MANAGER

ABOUT US

Instiglio is a non-profit consulting firm whose goal is to reshape expectations, raise performance standards, and maximize the impact of the development community. To do so, since our founding in 2012, we have been pioneering novel Results-Based Financing (RBF) and Performance Management approaches in developing countries to ensure that every dollar invested in solutions to poverty has the greatest possible impact. Instiglio is helping to build a global results movement in major social sectors, including livelihoods, agriculture, education, health, employment, and governance.

During our journey, we have worked with a range of actors; including governments (e.g., Governments of Colombia, Peru, Morocco, and Egypt), multilateral development banks (e.g., World Bank, Inter-American Development Bank), development aid agencies (e.g., USAID, MCC, DFID, GAC, SECO), service providers (e.g., Educate Girls, Mercy Corps, World Vision), and private foundations (e.g., IKEA Foundation, UBS Optimus Foundation, Fundación Corona, Fundación Bancolombia).

Instiglio has successfully launched Results Based Financing projects in over 15 Latin American, African, and South Asian countries, totaling over US $500 million tied to results. Particularly important milestones include the world’s first Development Impact Bond (education, India); the first Social Impact Bond launched in a middle-income country (workforce development, Colombia); the first Outcomes Fund (poverty graduation, Kenya and Uganda); and the launch of performance-based contracts with governments in Africa (employability, Morocco). Instiglio has also advised pioneer Results Based Financing transactions in the areas of agriculture and rural development in Colombia and Peru with the Canadian (GAC) and Swiss (SECO) development aid agencies, respectively. In addition, Instiglio has increasingly supported governments in strengthening their own systems of delivery through multi-year reform processes.

We are a diverse team of 50+ people, representing 10+ nationalities, with offices in Kenya, Morocco, Colombia, Peru, and the USA. Our team of practitioners has extensive development and government experience, including previous roles in impact evaluation (e.g., J-PAL), development banks (e.g., World Bank), country governments (e.g., Rwanda Ministry of Finance, Colombia’s National Planning Department, Congress of Colombia), and research (e.g., Harvard’s Center for International Development)
THE ROLE

As a Manager, you will be responsible for expanding our services and strengthening our project pipeline in LATAM, advising clients and managing Results-Based Financing, performance management, and other projects from beginning to end. You will coach clients through difficult, yet important, adaptations of their practices, coordinate the project team to deliver high-quality, socially impactful work, establish and monitor work-plans, and be accountable for the results of projects. You will be challenged to balance and strategize around the triple constraints of quality, time, and budget in our project work.

You will be an integral part of Instiglio’s Management, advising clients on important decisions and helping Instiglio as an organization to make smart and effective decisions on growth, strategy, and sustainability. With the high-level support of the partners and implementation support of the project teams, you will be strategizing the vision to reach short- and long-term project goals. As a Manager, you will also be an ambassador for Instiglio’s mission and work globally. Tasks may include:

- **Project Management and delivery**
  - Mastering all elements of Results-Based Financing and Performance Management advisory work to effectively advise technical decisions in projects.
  - Actively improving our Results-Based Financing and Performance Management services and our delivery approaches.
  - Developing from scratch technical components of Results-Based Financing and Performance Management instruments, assessing the considerations and trade-offs unique to each design.
  - Developing and managing project scope and budget. Adjusting and course-correcting to meet execution needs.
  - Leading the day-to-day workplan, overseeing the project team to ensure that we reach short- and long-term targets.
  - Monitoring and understanding all project details, including complex technical concepts.
  - Designing and delegating activities and tasks to achieve the most effective results within the team.
  - Coordinating and motivating project teams and assigning tasks and responsibilities based on individual strengths.

- **Business Development**
  - Building strong relationships and manage multi-stakeholder partnerships.
  - Engaging in Business Development activities to build Instiglio’s pipeline in LATAM.

- **Client Management and advisory**
  - Communicating Results-Based Financing and Performance Management in an eloquent and approachable manner for diverse stakeholders.
  - Actively improving our Results-Based Financing and Performance Management services and our delivery approaches.
THE PROFILE

We are growing a team of resourceful go-getters that are driven by our mission, curious about the world, and dedicated to a life of learning. An ideal candidate will have:

REQUIRED QUALIFICATIONS

- **Experience:**
  - 6+ years of relevant work experience in international development, the public sector or/and in development policy.
  - Demonstrated experience in Results-Based Financing, Performance Management, or data-management related fields such as innovative M&E and data science.

- **Education:**
  - BA degree in economics, development economics, statistics, or related fields.
  - A relevant master’s degree, preferably with emphasis on technical coursework such as economics and statistics.

- **Language Skills:**
  - Exceptional written and oral communication skills in Spanish (C2) and English (C2).

REQUIRED SKILLS

Exceptional entrepreneurship, strategic thinking, problem-solving, structured-thinking, and people skills:

- **Project management** and team management; structuring project timelines and deliverables.
- **Client relationship and Business Development** skills, particularly experience engaging with government.
- Strong people skills. Ability to relate well with people from different backgrounds, build trust, and solve problems.
- Structured-thinking, problem-solving and strategic thinking skills. Motivation to self-start and take full ownership over work.

PREFERRED QUALIFICATIONS

- **Experience:**
  - Working with government and government agencies in LATAM.
  - In consultancy (public or private) and/or professional advisory.

HOW TO APPLY

Please apply [here](#). Please note, only candidates selected for an interview will be contacted.