LOCATION: Bogotá, Colombia
TERM: Long-term full-time position
EXPECTED STARTING DATE: August 2020
APPLICATION DEADLINE: Applications will be considered on a rolling basis

PROJECT MANAGER

ABOUT US

Instiglio is a non-profit consulting firm, pioneer and leader in Results-Based Financing (RBF) and Performance Management. Since 2012, Instiglio has worked in low and middle-income countries to ensure that every dollar spent on solutions to poverty has the greatest possible impact. As a trusted-advisor in the public sector and the international development space, Instiglio is helping build a global movement for RBF in all major social sectors, including education, health, livelihoods, agriculture, and governance.

During this exciting 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), donor agencies (e.g., USAID, DFID, GAC, MCC), service providers (e.g., Educate Girls, Mercy Corps, World Vision), and foundations (e.g., IKEA Foundation, UBS Optimus Foundation, Fundación Corona, Fundación Bancolombia). Everything we do is rooted in a desire to help our partners generate greater impact.

To that end, Instiglio has successfully launched RBF instruments 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), and the first Outcomes Fund (poverty graduation, Kenya and Uganda). Additionally, in 2018, with Instiglio’s support, the government of Colombia incorporated RBF in the National Development Plan as a guiding pillar for public policy implementation, generating a mandate to pilot this innovative approach at a larger scale and strengthening the systemic impact of Instiglio’s work.

We aim to be instrumental in shaping expectations, raising standards, and promoting best practices of the international development community’s impact on the world. We believe we can best contribute by: (1) Continuously innovating on the existing RBF and capacity-building tools, (2) Sharing our experience and insights with the development community; and (3) Improving public sector performance and delivery in low- and middle-income countries through deep strategic engagement and technical assistance.

Playing our part in the global movement for results has required an evolution in our tools and processes, increased agility in implementation, and engagement across the systemic and sectoral levels. We have supported key stakeholders by creating tools and practices that generate powerful incentives and offer more flexibility in finding solutions to intractable social problems, incorporating greater accountability for outcomes.

Headquartered in Bogotá, Colombia, we are a diverse team of 50+ colleagues, representing 10+ nationalities, with offices in Kenya, Morocco, Peru, and the USA. Our diverse and passionate global team is brought together by a desire to change the status quo and to execute high-quality work with integrity, collaboration, and innovation at the core of everything we do.

Please visit the Instiglio website for more information.
THE ROLE

As a Manager, you will be responsible for expanding our services and strengthening our project pipeline in LATAM, advising clients and managing RBF, 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 RBF, 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 AND SKILLS

- **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.