



Job Description: Program Manager

The Africa Impact Investing Group (AIIG) seeks an exceptional leader as Program Manager to lead the design, planning, execution, and monitoring of various impact investment initiatives across Africa. The role is the senior leader in the AIIG programs team, which involves leading program design, implementation, and evaluation for our special projects and managing relationships with AIIG's key partners. The ideal candidate will have robust program design, project management, leadership, analytical, relationship-building and communication skills, and the ability to work collaboratively, manage multiple tasks, and adapt to dynamic project needs.

About the Role

Location: Candidates must reside in one of the following countries: Kenya (preferred location), Ghana, Nigeria, Zambia or South Africa

Position Type: Full-Time

Reporting to: CEO

Application Deadline: 30th May 2025 — early applications are encouraged and will be an advantage.

Key Responsibilities

As the Program Manager of the Africa Impact Investing Group, you will be responsible for:

1. Lead the strategic design and development of new programs, including engaging key stakeholders, facilitating co-creation workshops, and authoring program design documents and budgets.
2. Provide high-level project management and leadership across multiple programs, ensuring quality content development, effective execution, and timely delivery of key outputs, including an annual program plan and event planning.
3. Collaborate as a senior leader within a remote-working team, demonstrating thought leadership and contributing to the development and overall success of the organisation's strategic objectives.
4. Drive impact investment initiatives, events and workshops, overseeing the planning, execution, and monitoring to achieve critical project milestones.
5. Build and nurture strong relationships with members, partners, and global stakeholders, enhancing collaboration and strategic partnerships.



6. Serve as the key liaison between project teams and stakeholders, ensuring clear communication, alignment, and coordination.
7. Manage project budgets and track expenditures, ensuring efficient allocation of financial resources.
8. Support fundraising efforts to secure resources necessary for operational and programmatic initiatives for AIIG and for the national partners, including building relationships with potential funding partners and creating and developing grant proposals to attract funds from various funding sources to implement AIIG's annual operating plan.
9. Ensure all projects comply with organisational standards and regulatory requirements, addressing any quality or compliance issues proactively.
10. Contribute to monitoring, evaluation, and learning (MEL) systems to assess program impact and drive continuous improvement.
11. Represent AIIG at forums to advocate for policies that support impact investing in Africa, particularly in the national partners' countries.

Qualifications

Essential:

- Master's degree in Business Administration, Finance, Development Studies, or a related field (or Bachelor's degree with significant experience).
- Minimum of 7 years of experience in leadership roles, preferably in impact investing, sustainable finance, investment or development sectors.
- Proven track record of building partnerships and leading collaborative initiatives.
- Strong understanding of social and environmental issues and how they intersect with impact investing.
- Excellent communication and interpersonal skills, with the ability to engage diverse stakeholders.

Desirable:

- Experience with impact measurement and management (IMM) frameworks and tools.
- Knowledge of specific sectors such as SMEs, climate resilience, and sustainable development.
- Proficiency in multiple languages relevant to the region (specifically, English, French).



Application Process

Interested candidates are invited to submit the following documents:

1. A detailed resume/CV.
2. A cover letter outlining your motivation and vision for the role.
3. Any additional materials that support your application (e.g., references, publications).

Please send your application to hr@impactinvestinggh.org with the subject line "AIIG-Program Manager Application - [Your Name]."

We encourage applications from a diverse range of candidates who are passionate about driving social change through impact investing. AIIG is an equal opportunity employer, and we value diversity in our leadership and teams.

Join us to lead Africa in unlocking capital for sustainable development and social impact!

About Africa Impact Investing Group

Who we are

The Africa Impact Investing Group (AIIG) is an active and vibrant community of actors working on the ground with policymakers, investors, entrepreneurs, and civil society to drive capital to where it can have the most impact while delivering financing returns. It brings together African Impact Investing ecosystem-building organisations to build a stronger ecosystem for Impact Investing across the continent.

The AIIG currently is made up of Impact Investing Ghana, Impact Investors Foundation, Nigeria, Impact Investing South Africa and the Zambia National Advisory Board for Impact Investing who are National Partners of **GSG Impact** in Ghana, Nigeria, South Africa, Kenya and Zambia, along with Impact Investing task forces from Burkina Faso, Côte d'Ivoire, Mauritius and Senegal. Each member organisation is a national platform that convenes the various stakeholder groups active in redirecting significant capital flows toward social and environmental impact in their countries. Their



national members are leaders in finance, business, government and public policy, social organisations and philanthropy. Private-sector-led, yet in close partnership with national governments, we raise awareness, create market intelligence, influence policy, drive collaboration to fill gaps in the financing ecosystem and mobilise additional financial resources for the public good. The AIIG enables us to scale our impact across the continent, support the establishment of new country organisations, mobilise funding at scale and collaborate to generate research and knowledge to drive action and impact.

What we do

1. **Unlock local funding** for small and medium enterprises (SMEs) to **deliver sustainable jobs, climate resilient businesses** and impact.
2. **Attract investors to the region** including clusters of investors and curate and promote national and regional investment opportunities with \$3 billion moved by 2025.
3. Have a **shared voice and stronger policy influence** at global, regional and national levels.
4. Drive **research and knowledge sharing**, leveraging success of individual countries to drive change across the region and collect and share success stories to ensure scaling up.
5. Joint convenings to **galvanise action** on a regional and pan-african level. Including the Africa Impact Summit and West Africa Deal Summit.