



IAIDI Background

IAIDI is powered by the belief in unlocking opportunities for all. To do this, we know our teams do their best work when they are diverse, and every team member feels that they belong. We welcome diverse backgrounds, perspectives, and skills so that we can be stronger and have a long-term impact.

The Program / Department / Team IAIDI has been operational in Nigeria since 2014, focusing its interventions on Sustainable Agriculture, Livelihood and Resilience Value chain, and inclusive markets and Nutrition in both humanitarian and development sectors. With the ongoing insurgency in Northeast, Northwest, and Northcentral Nigeria causing the displacement of millions of individuals, IAIDI started its humanitarian response in 2016 to address the rising humanitarian needs and development nexus.

SCOPE OF ROLE:

Reports to: Board of Directors

Staff reporting to this post: Head of Program and Operations, Gender and Protection Manager, Finance Manager, Grants & Partnership Managers, and Communication Manager

Position overview

As Executive Director, you are to build and scale IAIDI Nigeria's presence in the Northcentral, Northeast, and western country programme. You are to lead the growth of our portfolio by positioning IAIDI strongly in the market, enabling high-quality program delivery, and securing funding needed to expand our impact across agri-food and economic development

In this highly external role, you will spend most of your time opening doors, building relationships, and translating these into concrete opportunities and partnerships. As the face of IAIDI in Nigeria, you represent the organisation at senior levels, and you ensure that programs remain relevant and aligned with national priorities and global development agendas.

You will actively grow the pipeline by engaging embassies, donors, public and private sector partners, and financial institutions, translating partnerships into concrete opportunities, blended finance structures, and donor-funded programs. You stay close to market dynamics and turn insights into strategic positioning and concrete opportunities. At the same time, you lead and guide a local team of around 8 staff, providing clarity, focus, and alignment with IAIDI principles and ways of working.

Success in this role is reflected in strong leadership and a growing pipeline, increased visibility in the market, and impactful partnerships across sectors. You combine leadership with hands-on business development, enabling both team performance and deal-making.

In this role, you will focus on:

- ❑ **Business development and positioning:** This role is primarily focused on business development, with most of the Executive Director's time dedicated to identifying and advancing opportunities, leading proposal development and originations of flagship partnerships, and building partnerships to strengthen IAIDI's pipeline and positioning.

- **Enabling team performance:** Build, guide, and lead a high-performing country team, growing it in line with program expansion while providing clarity, focus, and alignment with IAIDI's principles and values
- **Stakeholder engagement and representation:** building and maintaining strong relationships with investors/donors, partners, government actors, and private sector stakeholders, and representing IAIDI in key platforms and networks.
- **Programme oversight and quality:** ensuring projects are delivered effectively and in line with donor requirements, with a focus on quality, impact, and continuous improvement rather than heavy operational oversight
- **Collaboration and scaling:** working closely with regional and global colleagues to leverage opportunities, contribute to multi-country initiatives, and strengthen IAIDI's overall positioning
- **Learning and innovation:** contributing to knowledge development, evidence building, and the continuous improvement of IAIDI's approaches, in collaboration with internal teams and external partners

Your background

You bring substantial experience in development and humanitarian sectors in Nigeria, with a solid understanding of the local context and stakeholder landscape. You have worked across governments, donors, the private sector, and development partners and are familiar with IAIDI's sectors and thematic areas. You also bring strong experience in project management, including working with donor-funded programmes and processes.

You have senior-level experience leading or setting up a country presence or small team and are comfortable operating in an environment where evidence-building and impact matter. Rather than managing large structures, you enable teams to perform, providing clear directions and support to a team of around 8 staff. You bring a collaborative, people-focused approach, with a strong awareness of and curiosity for diversity and inclusion, aligned with IAIDI'S principles.

With a strong entrepreneurial mindset, you are first and foremost a business developer. You have a proven track record in identifying opportunities, building strategic partnerships, and leading successful proposals. You are experienced in working with a wide range of stakeholders, including bilateral and multilateral donors, financial institutions, impact investors, and private sector partners, and have demonstrated the ability to mobilise resources and grow a pipeline.

You are pragmatic, proactive, and externally driven, with strong networking and influencing skills. You are comfortable operating in complex, multi-stakeholder environments and are sensitive to the political and economic dynamics in Nigeria. You take initiative, build trust quickly, and act as a credible partner to both teams and external partners. Fluency in English (written and spoken) is required.

What you bring

To be considered for this role, you bring:

- A master's degree in business administration, Development Studies, or a related field, or equivalent senior commercial experience.
- A minimum of five years of relevant leadership experience in Nigeria, ideally within international development and/or sustainable enterprises.
- A proven track record in securing competitive funding and managing project portfolios of approximately USD 1million.

- ❑ Excellent communication, networking, and presentation skills, with experience in profiling and representing an organisation.
- ❑ Experience in strategy and policy development within an international organization.
- ❑ Experience managing multidisciplinary and multicultural teams.
- ❑ Strong strategic thinking, planning, and organisational skills, with the ability to work effectively in partnership networks.
- ❑ A result-oriented mindset and the ability to perform under pressure.
- ❑ Proven success by closing commercial deals, public-private partnerships, or blended finance arrangements
- ❑ Strong network across Nigeria's private sector, government, and donor community, with the ability to open senior-level doors

Diversity, Equity & Inclusion

- ❑ Achieving our mission begins with how we build our team and work together. Through our commitment to enriching our organization with people of different origins, beliefs, backgrounds, and ways of thinking, we are better able to leverage the collective power of our teams and solve the world's most complex challenges. We strive for a culture of trust and respect, where everyone contributes their perspectives and authentic selves, reaches their potential as individuals and teams, and collaborates to do the best work of their lives.
- ❑ We recognize that diversity and inclusion are a journey, and we are committed to learning, listening and evolving to become more diverse, equitable, and inclusive than we are today.

Equal Employment Opportunity

- ❑ IAIDI is an equal opportunity employer that does not tolerate discrimination on any basis. We actively seek out diverse backgrounds, perspectives, and skills so that we can be collectively stronger and have a sustained global impact.
- ❑ We are committed to providing an environment of respect and psychological safety where equal employment opportunities are available to all. We do not engage in or tolerate discrimination based on race, color, gender identity, gender expression, religion, age, sexual orientation, national or ethnic origin, disability, marital status, military veteran status, or any other protected group in the locations where we work.

Safeguarding

- ❑ IAIDI is committed to ensuring that all individuals we come into contact with through our work, whether team members, community members, program participants, or others, are treated with respect and dignity. We will not tolerate child abuse, sexual exploitation, abuse, or harassment by or of our team members. As part of our commitment to a safe and inclusive work environment, team members are expected to conduct themselves professionally, respect local laws and customs, and to adhere to IAIDI Code of Conduct Policies and values at all times.

Method of Application

Interested candidates should submit the following documents to **recruitment@iaidi.org**

- ❑ A detailed **cover letter and Resume** outlining your interest in the position, relevant experience, and how you meet the qualifications.
- ❑ The dateline for application is 5th August 2025 by 5:00pm