



## **EWB Long Term Fellowship Talent Manager - Viamo**

**Role:** Talent Manager

**Venture:** Viamo

**Website:** <http://viamo.io>

**Location:** Accra, Ghana

**Start Date:** Training beginning May 7<sup>th</sup>, departure for placement May 27<sup>th</sup>, 2018

**Duration:** 3 weeks of training in Toronto, 12 months in Ghana

### **About Engineers Without Borders Canada (EWB)**

Engineers Without Borders Canada (EWB) is a Canadian NGO that invests in people and ventures to create a thriving and sustainable world. Bolstered by its network of 40 chapters and 1300 members, EWB provides seed funding, talent and mentorship to social enterprises throughout Sub-Saharan Africa. For more information on EWB, visit <http://ewb.ca>.

### **About the EWB Fellows Program**

The EWB Fellows Program exists to develop a cadre of Systems Change Leaders by equipping them with the opportunities, competencies and skills needed to build a more thriving and sustainable world. Every year we recruit 25-30 outstanding people for the 12-month Fellowship, placing successful candidates in one of our early-stage Ventures located throughout Sub Saharan Africa. This Fellowship opportunity is with Viamo and is based in Accra, Ghana.

### **About Viamo**

Viamo (formerly know as VOTO Mobile) is a fast growing social enterprise with over 15 offices around the world including hub offices in Accra, Dakar and Mumbai. Our services help partners distribute and collect information by engaging difficult-to-reach populations through their mobile phones. We specialize in interactive voice calls (including IVR) and SMS in local languages, instantly reaching across distance and literacy barriers. We serve a wide variety of use-cases including under the broad themes of Data Collection and Behaviour Change Communication: journalists who run national public interest surveys, rural clinics who distribute maternal health education, policy makers who study vaccine supply chains, economic development organizations who reach out to farmers, urban planners who monitor water distribution access, and academics who research the effect of public health interventions. We also have an API



used to power existing mobile service providers.

### About the Role

Viamo will soon surpass 100 staff members with ~25 more coming in 2018. These staff have challenging roles often working alone or in small teams across >15 countries. It is crucial that we're able to attract, train and retain great people to power our mission. To succeed we need an excellent environment for staff learning and growth.

Thus far our recruiting and professional development efforts have been ad-hoc or team driven and have never had a thoughtful and dedicated company wide vision and person to push them forward. We have recently developed a compelling talent vision and need someone to take the lead at implementing it. You'll be the one to build out our centralized recruiting and training capabilities and programs. You'll have a massive opportunity to help our staff on their professional journeys.

On the training side you will launch formal training programs, structure incentives and resources for independent learning, ensure we have the skills in management to mentor staff and more. On the recruiting side you'll find unique sources of global talent, create a data driven system to improve our job marketing and interview evaluations and you'll help hiring managers with the end-to-end process.

As a Talent Manager for Viamo, your responsibilities will include:

- **Talent acquisition:** Create an excellent recruiting and hiring system that is successful at attracting local candidates in our core markets.
- **Talent development:** Lead existing and create new learning programs. This includes onboarding, training for all staff, training for key roles like line managers, project managers and executives, peer-to-peer communities of practice and independent learning. Technical roles such as software developers and accounting will receive focused training from their department
- **Performance management:** Coordinate and improve our nascent performance management system. Analyze performance results to identify trends the company should tackle
- **Strategic talent initiatives:** Lead special initiatives that come from staff needs and our annual employee engagement survey (e.g., increase diversity in hiring, build interviewing and performance database to use data to improving hiring and promotion decisions)



engineers without borders  
ingénieurs sans frontières  
Canada



Sound exciting? Here's who we are looking for.

### **Skills & Qualifications**

- Strong candidates will have a university degree, know startups and African (+ Asian) talent markets
- Have a passion for people and a deep desire to see them reach their full potential; Also, be passionate about creating a culturally and gender diverse company where all people can succeed
- Use innovative ways to attract hard to find talent, whether that be software developers in Saskatoon, data analysts in Mumbai or accountants in Madagascar
- Organized enough to centralize all our recruiting knowledge (e.g., sites that work in each country, manage a pipeline of warm lead candidates, collect individual interview data)
- Able to build out compelling learning programs across all mediums (e.g., in person training, remote training, accessing 3<sup>rd</sup> party resources, driving individual self awareness and growth mindset)
- Able to run learning programs with all levels of staff across multiple nationalities, and smart enough to know when to run it yourself, entice a colleague to run it or hire someone external
- Bonus: Understand what our staff believe makes a great workplace and implement it, help us channel the insights of a place like Google's People Operations

*Please note: You must be a Canadian citizen, permanent resident, or landed immigrant in order to apply. No exceptions.*

### **Compensation**

All costs relating to the placement are either paid for directly by EWB (airfare, insurance, vaccinations, trainings) or indirectly through a living stipend, which covers food, living expenses, local travel, etc. Fellows also receive an honorarium that can be used to assist with repatriation costs that is provided after completion of 12 month contract. The stipend covers basic living expenses for a modest lifestyle in your placement country. It is not likely that you will be able to use the stipend to cover previous expenses (ex. student loans). However, EWB will do its best to support you in extending the non-repayment period on student loans if necessary.

Additionally, EWB offers a range of benefits including insurance, a settlement allowance, professional development opportunities, and more.



## Application Instructions

Submitting your application for the EWB Fellowship involves two steps:

Step 1: Under the subject line “Talent Manager - Viamo”, submit your CV/Resume to [ltfreruitment@ewb.ca](mailto:ltfreruitment@ewb.ca).

Step 2: Complete the [following online application form](#).

We **highly encourage** applicants to apply for more than one role as this is a highly competitive program. If you would like to submit your candidacy to more than one role, please fill out separate forms.

Applications will be reviewed, and interviews scheduled on a rolling basis, so please submit your application as soon as possible. If the posting is still on our website, consider the role available.

For further detail about EWB, please refer to our [website](#).