

Managing Director, Education Project

About MCA

The Government of Belize (GoB) and the Millennium Challenge Corporation (MCC) signed a US\$125 grant agreement on September 4, 2024. MCC is a U.S. government agency focused on assisting countries and is dedicated to good governance, economic freedom, and investing in people. The goal of the Compact is to reduce poverty through economic growth in Belize by implementing an Education project and an Energy Project. The Compact is expected to enter into force in July 2025 and be implemented over five years. The Parliament of Belize established an independent executing agency called the Millennium Challenge Account – Belize (MCA-B) to undertake the rights, obligations, and responsibilities of the Government of Belize under the Compact. The MCA-B is located in Belize City. *This position does not include relocation or expat benefits.*

Belize Compact

The five-year grant agreement known as a “compact” includes two projects

1. The **\$73.8 million Education Project** aims to equitably increase the number of post-primary graduates with the competencies relevant to labor market demands
2. The **\$21.1 million Energy Project** will address the root causes of the high costs of wholesale electricity.

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Position Objective

The Millennium Challenge Account (MCA) in Belize, collaborating with the Government of Belize and the Millennium Challenge Corporation (MCC) of the Government of the United States of America, is responsible for implementing the \$125 million Belize Compact. The Compact aims to address two binding constraints to economic growth in Belize: the low quality of education and the high cost of electricity.

The Belize Education Project aims to equitably increase the number of post-primary graduates with the competencies relevant to labor market demands by investing in three activities:

- Activity 1: Transforming Teaching and Learning in Secondary Education.
- Activity 2: Access to and Progression through Secondary Education.
- Activity 3: Training and Transitioning to Work.

The Managing Director for the \$73.8 million Belize Education Project leads the project as the most senior representative of the Millennium Challenge Account (MCA) Education Project Team. The position also leads and communicates all key decisions regarding the final design and implementation of the three activities under the project. In addition, the Managing Director builds collaborative relationships with project stakeholders and contract management, ensures the quality of goods and services received, and

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oversees the timeline and budget to ensure alignment with Compact requirements. The Managing Director oversees the MCA Education Project Team and directly supervises three director-level positions: Director of TVET, Director of Training, Director of Data and Quality Assurance, and one Project Management Specialist. The MCA Education Project team will be comprised of approximately 10 team members, in addition to an Education Gender and Social Inclusion (GSI) Specialist who will report to the GSI Director.

Compensation

Compensation for this role is between \$11,232 – 14,602 BZD/month. *Qualified candidates will be offered the minimum of each pay band, with opportunities to advance within the pay bands based on performance. In exceptional cases, a candidate may be placed above the minimum based on prior experience and salary history, in compliance with MCA HR Policy. MCA-B also provides comprehensive benefits.*

Responsibilities

The Managing Director for the Belize Education Project will be expected to carry out the following among his/her primary responsibilities:

- Support and advise the Executive Director of the Program on a range of issues, including the status and performance of Education Project activities, risks, impacts of risks, progress on milestones and monitoring indicators, timeline impact for all investment activities, budget updates, and their compliance with MCC requirements and applicable local standards.
- Represent the Education Project to project stakeholders (e.g., with national/local government counterparts, civil society, project beneficiaries, etc.) and expand the MCA Belize's collaborative network into new partnerships.
- Manage the development and execution of appropriate implementation plans, including procurement plans, budgets, work plans, and design schedules. Provide input into the Belize Compact Monitoring and Evaluation Plan and the various Monitoring & Evaluation reports created for informing stakeholders on progress towards results.
- Build the program team by recruiting Program Directors and specialists and identifying technical resources (e.g., external consultants, MCC technical resources) aligned to the Education Project's programmatic and strategic needs. Build staff capacity by organizing training, professional development, and performance management. Provide recommendations to the Executive Director on appropriate recognition and staff retention.
- Manage the day-to-day work of the Directors and their supporting staff and coordinate with the Executive Director, the Director of Gender and Social Inclusion, and the Director of Monitoring & Evaluation. Assist the Belize Education Project Team in making timely decisions, resolving conflicts or uncertainties, addressing issues and risks that arise during implementation, achieving milestones on time and within budget, and ensuring that Compact projects and activities deliver established results.
- Evaluate the Education Project's requirements and determine the appropriateness/relevance of project designs and develop strategies and frameworks; allocate budgets and resources to ensure the MCA's ability to deliver.

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- Lead the overall implementation of compact investments for all three activities and sub-activities, ensuring the upholding of MCC and MCA standards.
- Meet with and provide regular updates to MCC's Project Lead for the Education Project, ensuring that the overall progress of the compact is shared and that significant changes to project design, issues with resources, and collaborative relationships are communicated.
- Lead and coordinate MCA-Belize's efforts to execute key Compact reforms in coordination with officials at the highest levels in the relevant Government Ministries (in particular the Ministry of Education), the private sector, and civil society.
- Arrange, prepare, and facilitate technical oversight missions for MCC's Project Lead for the Education Project.
- Lead the development of a collaborative, teamwork environment within the Education Project Team of MCA and with external stakeholders and implementing entities.
- Guide Education Project Directors and ensure a collaborative environment is established to facilitate cooperation, sharing of information, and shared accountability for the success of the Compact.
- Create a cohesive framework that integrates project technical and cross-cutting areas.

Required Competencies

- A master's degree or other relevant advanced degree in education or a related field, preferably in educational leadership or teacher education, is preferred.
- A minimum of 10 years of experience leading large education projects, preferably in an international context, including experience developing and implementing significant policy reforms to improve education quality.
- Experience managing and overseeing contractors and supporting staff toward successful completion of education activities.
- Experience in integrating gender and social inclusion into large education projects.
- Prior experience in inclusive stakeholder engagement processes.
- Extensive experience in project management.
- Experience managing teams of diverse experts (staff and consultants in various technical areas).
- Fluency and excellent written and verbal communication skills in English are required.
- Experience working in Belize's education field is preferred.
- Project management certification is preferred.

How to apply

To access positions' profile requirements and submit applications, please visit <https://belize-jobs.tenderwell.app/>. The following documents should accompany applications:

1. Curriculum vitae containing detailed work experience.
2. Cover letter confirming interest and availability.
3. Soft copies of higher education and professional certificates (if available).

If you encounter challenges when applying online, please contact belize@developmentaid.org for assistance.

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The closing date for receiving applications is **December 6, 2024**. Only **applications received through the online portal (Tenderwell) will be considered**. Any applications received through other channels will not be considered. Only shortlisted applicants will be contacted for interviews.