

Vacancy Announcements

About MCA

The Government of Belize (GoB), together with the Millennium Challenge Corporation (“MCC”), is in the process of establishing an independent executing agency called the Millennium Challenge Account – Belize (MCA-B). MCC is a U.S. government agency focused on assisting countries and is dedicated to good governance, economic freedom, and investing in people. The MCA-B, located in Belize City, will be created by an act of Parliament to undertake the rights, obligations, and responsibilities of the Government of Belize under the Compact.

The MCA-B will be hiring the following five (5) positions:

Managing Director, Energy Project

Position Objective

The Managing Director for the Energy Project oversees the overall program function of the energy project. Under the direction of the Executive Director, The Managing Director will be responsible for the day-to-day management of the energy project and cross-cutting sector activities to ensure the achievement of the compact’s targets. The Managing Director builds collaborative relationships with project stakeholders, manages contracts, and oversees the timeline and budget to ensure alignment with Compact requirements.

Required Competencies

- Master’s or other advanced degree in one or more fields: Public Policy /Administration, Engineering, Economics, or other relevant field.
- Minimum ten (10) years of experience leading energy projects, preferably in an international context.
- Relevant experience with public policy in Belize.
- Deep familiarity with key issues in delivering public utility services with a strong preference for background in the electricity/power sector, including understanding financial flows and sustainability, sector planning, and private sector participation.
- Proven ability to maintain relationships with government and parastatal agencies to ensure smooth implementation of compact program activities.
- Experience in integrating environmental and social performance standards and best practices into a large energy project.
- Experience working on variable renewable energy, preferably solar energy.

Managing Director, Education Project

Position Objective

The Managing Director for the 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. Also, the Managing Director builds collaborative relationships with project stakeholders and contract management, ensures the quality of goods and services received, and oversees the timeline and budget to ensure alignment with Compact requirements.

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.
- Experience in integrating gender and social inclusion into large education projects.
- Extensive experience in project management.
- Fluency and excellent written and verbal communication skills in English are required.

Manager, Human Resources

Position Objective

Under the supervision of the Managing Director of Operations, the Human Resources Manager is responsible for managing the HR functions related to workforce planning, recruitment, compensation and benefits, performance management, and adapting MCA-Belize's HR policies to the applicable requirements and organizational needs.

Required Competencies

- A bachelor's degree in administration, management, Human Resources, or other related function such as a certificate in HR.
- A minimum of seven (7) years of management experience developing and applying human resources policies consistent with international standards and Belizean labor law.
- Demonstrated experience in all aspects of human resource services, including the successful development and implementation of professional recruitment strategies, training and development plans, performance appraisal and performance management systems, retention strategies, comprehensive benefits packages, conflict mediation, and human resource policies.

- Demonstrated ability to interpret and apply Belizean labor laws and employment practices
- Demonstrated experience managing human resources in a program of similar scale and scope.
- Fluency and excellent written and verbal communication skills in English are required.

Manager, Information Technology

Position Objective

The Information Technology (IT) Manager will provide technical support and serve as the MCA lead in developing and maintaining an information technology system to support the MCA Belize office's business applications and IT communications requirements.

Required Competencies

- A bachelor's degree in computer science information systems, information technology, or other related fields.
- A minimum of seven (7) or more years of progressively responsible experience in planning, design, development, implementation, and maintenance of computer information systems, including websites, web-based applications, database design and administration, LAN and WAN design and management, Windows domain services management, and project management.
- Fluency and excellent written and verbal communication skills in English are required.
- Experience with cloud-based technology (Google Applications or Microsoft Office 365).
- Experience managing a Windows Active Directory Domain.
- Experience with Business Automation Applications (SAP) and Microsoft Databases (SQL Server).
- Experience with network security audits.

General Counsel

Position Objective

The Government of Belize is seeking a General Counsel to serve as the principal legal officer and senior policy advisor for MCA-Belize (MCA-B). The General Counsel will also serve as a technical resource to the Board of Directors of MCA-B and the Operations Unit. The General Counsel will also serve as the corporate secretary to the Board of MCA-B.

Required Competencies

- Law degree, qualified and in good standing to practice law in Belize. A Master's degree or other relevant advanced degree is preferred.
- Minimum of ten (10) or more years of relevant experience working at a law firm or as legal counsel, preferably with some experience serving as in-house counsel.
- Knowledge of and experience with both international law and the laws of Belize encompassing a diverse range of legal issues, including contract, corporate, construction, employment, and

procurement laws and regulations, especially in transactions or situations involving foreign investors/foreign governments, or experience representing foreign investors in transactions or situations involving the Government.

- Experience advising entities in negotiating, executing, and implementing international agreements with foreign governments. Experience in government-funded projects is preferred.
- Experience working as or with a corporate secretary on the governing board and corporate governance.
- Demonstrated ability to coordinate with Government entities.
- Fluency in English (written and verbal) is required.

How to apply

To access each position's 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.

The closing date for receiving applications is **2 August 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.