Global Whole Being Fund

Global Whole Being Fund (GWBF)

Regional Program Lead, East Africa

November 2026

In partnership with:

mission talent



Overview

The Global Whole Being Fund (GWBF) is launching a two-year initiative, *Resourcing Local Climate Leadership*, in partnership with the IKEA Foundation. It will support up to 30 community-led organizations in Ethiopia, Kenya and Uganda working on clean energy, land, food and forest systems, through grantmaking, organizational development and peer learning.

Based in Nairobi, the Regional Program Lead will coordinate delivery across three countries, coordinate, support and build relationships with partner organizations, manage day-to-day program implementation and supervise two in-country staff. This role suits a hands-on, collaborative leader.



Details

Location:	Nairobi, Kenya
Closing date:	4 December 2026
Starting date:	March 2027
Type of contract:	Full-time, fixed-term appointment until 31 December 2028, employed through an Employer of Record (EOR) in Kenya.
Salary:	USD 75,000-85,000 gross annually, plus full benefits
Geographic focus:	Ethiopia, Kenya, and Uganda
Reference:	GWBF-RPL
Client website:	https://interim.gwbf.org/

About The Global Whole Being Fund (GWBF)

GWBF is a philanthropic organization that resources and strengthens locally led organizations working with communities affected by displacement, conflict, climate change and humanitarian crises. Since 2015, GWBF has committed more than $32 million to over 500 local organizations across 65 countries.

Its approach combines grantmaking, tailored organizational development and sustained engagement with local leaders. GWBF invests in organizations that respond to the priorities of their communities, strengthening their institutions and expanding their capacity to lead, adapt, and sustain their work over time.



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About the Role

GWBF is seeking an experienced Regional Program Lead to coordinate the regional delivery of the *Resourcing Local Climate Leadership* initiative. This regional initiative combines multi-year grantmaking, organizational development, peer learning, and evidence-building to strengthen community-led action across clean energy, land, food, and forest systems.

The Regional Lead will work closely with GWBF's global team, regional advisors, portfolio review committee, and the donor to support the development and management of the grant portfolio and coordinate implementation across Ethiopia, Kenya, and Uganda.

Purpose of the Role

The role will focus on regional coordination, partner engagement, and translating collectively agreed priorities and decisions into effective implementation, while bringing local knowledge and contextual insights into program planning and discussions.

This is an opportunity to contribute to a significant regional philanthropic initiative, working alongside local organizations, GWBF's global team, and philanthropic partners to advance locally led climate action, strengthen community-led organizations, and support lasting change.



Duties and Responsibilities

Regional strategy and grantmaking

- Coordinate regional program planning and implementation across Ethiopia, Kenya, and Uganda in close collaboration with GWBF's global team.
- Support the identification, assessment, selection, and ongoing management of grantee partners, working closely with GWBF's grantmaking and operations team.
- Facilitate coordination among regional advisors, the portfolio review committee, and GWBF leadership, preparing assessments and funding recommendations through established review and approval processes.
- Monitor portfolio progress, regional developments, and emerging opportunities, providing analysis and recommendations to inform collective planning and funding decisions.

Partner engagement and regional relationships

- Build and maintain trusted relationships with community-led organizations, regional stakeholders, and philanthropic partners, serving as the initiative's key point of contact.
- Coordinate with GWBF's Organizational Development Program to connect partners with tailored coaching, technical assistance, and peer learning opportunities.
- Identify and cultivate relationships with regional donors, philanthropic institutions, and funding partners, representing GWBF at relevant conferences, convenings, and strategic engagements in coordination with GWBF leadership.
- Support engagement with donors, including regional meetings, partner visits, portfolio discussions, and learning opportunities, working closely with GWBF's Executive Director.

Program and team management

- Support the onboarding of two in-country staff and provide day-to-day supervision, guidance, and coordination to ensure effective implementation.
- Work closely with GWBF's global operations and finance teams to coordinate program budgets, workplans, grant administration, reporting schedules, and key deliverables.
- Collaborate with GWBF's MEL team and the in-country MEL & Program Officer to coordinate monitoring and learning activities, ensuring partner experience and evidence inform program improvements.
- Coordinate with regional advisors, consultants, and technical specialists to support implementation, identify operational and safeguarding risks, and bring relevant matters to GWBF leadership for review.

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Skills and Experience

Strategic and program experience

- 5-8 years of progressively responsible experience in philanthropy, international development, climate action, or related fields, including experience in senior program management or regional coordination.
- Demonstrated experience coordinating multi-year programs or initiatives across at least two countries, including program planning, implementation, budget monitoring, and reporting.

Grantmaking and financial management

- Experience managing or supporting grant portfolios or comparable funding programs, including organizational assessments, financial monitoring, and donor reporting.
- Direct experience working with at least 10 grantee or implementing organizations, or a portfolio of comparable scale and complexity.
- Demonstrated experience conducting partner assessments, contributing to due diligence and funding recommendations, and identifying programmatic and financial risks.

Regional and sector expertise

- At least 3 years of substantive professional experience in East Africa, with direct experience in at least two of the initiative's focus countries: Ethiopia, Kenya, and Uganda.
- Demonstrated experience working with locally led or community-based organizations and established relationships with civil society, philanthropic institutions, or regional networks.
- Substantial experience in climate resilience, adaptation, clean energy, sustainable agriculture, land and forest systems, or related environmental and development programs.

Supervision and collaboration

- At least 3 years of experience supervising staff, coordinating multidisciplinary teams, or managing consultants, including experience supporting recruitment and staff development.
- Experience engaging with institutional funders, foundations, and development partners, including participating in senior-level meetings and representing organizational programs.
- Strong analytical and communication skills, with experience preparing program plans, funding recommendations, budgets, and reports for senior leadership, committees, or institutional funders.
- Demonstrated ability to work collaboratively across geographically distributed teams, manage competing priorities, and contribute effectively to shared decision-making.
- Excellent written and spoken English, with the ability to be based in Nairobi and travel regularly across the region.

How to Apply

Piqued your interest?

To apply for this role, please prepare your CV (in English) and a motivation letter (one page) that summarizes how your profile aligns with the key requirements, skills and abilities of this role. Both files should be submitted in .doc(x) or .rtf format via this form: **https://mis.tl/cv.**

If you require reasonable accommodation in completing this application, interviewing, completing any pre-employment testing, or otherwise participating in the employee selection process, please contact **Mission Talent.**

After submitting your application, you will receive an automated confirmation. If you do not receive this or have general questions about submitting your application, please write to **Mission Talent.**

Additional Information

This position works closely with a global team, including colleagues in the US Pacific time zone. The Lead will primarily work during East African business hours, with occasional scheduled evening meetings for global coordination.

The role requires regular travel across Kenya, Uganda, and Ethiopia.

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Mission Talent is a women-led, multicultural executive search firm with nearly 20 years of experience serving impact-driven organizations. Rooted in lived experience across the Global South, we bring sector expertise and a values-based approach to leadership recruitment and assessment. Our work is grounded in both global insight and local knowledge, with a commitment to lasting, transformative impact.

Contact us: **wewontbite@missiontalent.com**

