

(This search ended in February, 2003, with the appointment of James Peirce, former Country General Manager in Singapore and Malaysia for Electrolux, the Swedish household appliance manufacturer.)

Job Announcement
Global Alliance for Workers and Communities
Director of Operations
(Posted: December 5, 2002)

The Global Alliance of Workers and Communities in Baltimore, Maryland, has retained Slesinger Management Services to recruit a well-organized and highly analytical person with experience in Asia to serve as director of operations. This is an exceptional opportunity for an individual with the skills necessary to assume broad management responsibility in a young program that provides development programs in health, personal finances and life skills to young adult factory workers—predominately women—who work in manufacturing plants in Asia. Applications will be accepted until this search is completed.

The Organization

The Global Alliance for Workers and Communities is an initiative of the International Youth Foundation, a nonprofit organization that seeks to improve the conditions and prospects of children and youth around the world. The Global Alliance is a partnership currently funded by member corporations Nike and Gap, with support also from the World Bank, to improve the work and life opportunities for factory workers—mostly women between the ages of 18 and 25—in China, India, Thailand, Indonesia, and Vietnam.

Launched in 1999, the Alliance designs and delivers education, training, personal development, and other programs that respond directly to workers' identified needs, both inside and outside the workplace. Specific topics include reproductive health and HIV/AIDS prevention, personal finance, nutrition, health, and supervisory skills training for line supervisors, mid-level, and upper-level managers.

The Global Alliance has an annual operating budget of approximately \$3.5 million. The management structure has recently been reorganized, and in 2003 will have a core staff of six. Four staff members will be in Baltimore: executive director Carol Michaels O'Laughlin, the director of operations, a communications manager, and an administrative assistant. The other two positions are based in Asia: a director of programs (a new position for which a search is currently underway) and an administrative assistant. In addition, there are 15 field staff implementing programs in the five countries of Asia where the Alliance is currently active.

As an initiative of the International Youth Foundation, the Global Alliance is technically a program of IYF, and its executive director is part of IYF's senior management team. In lieu of a board of directors, the Alliance has an Operating Council, made up of senior executives from IYF, Nike, Gap, the World Bank, the Asian Institute of Management, and AccountAbility.

For more information about the Global Alliance for Workers and Communities, see <http://www.TheGlobalAlliance.org>. For information about the International Youth Foundation, see <http://www.IYFnet.org>.

The Position and its Principal Responsibilities

The director of operations, who reports to Carol Michaels O’Laughlin, GA’s executive director, will have one overriding responsibility: to insure flawless implementation of the Alliance’s many initiatives that span program implementation, fundraising, external communications, internal management, and financial management. With a small core staff at its headquarters in Baltimore, the director of operations will be intimately involved with almost all aspects of the Global Alliance’s work.

Key responsibilities include:

1. Developing and carrying out strategies to recruit new corporate partners to the Global Alliance and to leverage funds for GA activities in the workplace and in local communities.
2. Leading the process to develop the annual operating budget and then monitoring actual expenditures throughout the year to insure GA remains financially healthy.
3. Maintaining relationships with key staff at corporate partner organizations, including organizing periodic meetings that enable partner organizations to be fully involved in the evolution of the Global Alliance.

Desired Skills and Characteristics

The ideal director of operations should be:

1. Genuinely interested in the mission of the Global Alliance and its work with young factory workers in Asia.
2. Exceedingly detail-oriented, with the ability to get things done on time and within budget, and with a minimum of supervision.
3. Capable of developing and monitoring budgets that reflect program priorities.
4. Experienced in raising money, including being familiar with the key steps in the development process such as conducting research on potential donors, cultivating relationships, and writing proposals.
5. Capable of developing and monitoring program budgets.
6. A gifted writer, capable of writing clear and persuasive proposals and other documents for Alliance members and other audiences.
7. Able to represent GA before key organizations, including actual and potential corporate members.
8. A person with the maturity, confidence, and presence to be able to work effectively with fast-moving senior executives at member corporations who require measurable results on a continual basis.

Desired Experience

The ideal director of operations will have the following experience:

1. At least five years of mid-level management experience in corporate social responsibility, global supply chain management, or other relevant area.
2. Experience interacting with people from Asia as a result of significant work, study, residency, or travel opportunities.
3. Experience and understanding of nonprofit organizations.

Compensation

Salary will be commensurate with experience and qualifications. Through its affiliation with the International Youth Foundation, the Global Alliance offers a generous benefits package.

To Apply

Please **e-mail** (or mail): 1) cover letter, 2) resume, 3) e-mail address, and 4) three-year salary history (which will be held in strict confidence) to:

Larry H. Slesinger
Slesinger Management Services
5016 Westpath Terrace
Bethesda, MD 20816
Tel.: 301-320-0680
E-mail: Larry@SlesingerManagement.com

(attached files in Microsoft Word only)

(This job announcement can also be found at <http://www.SlesingerManagement.com>.)