



INTDEV Connect

Role	Chief Skilling Officer (CSkO)
Location	Remote in West and Central Africa or Asia (to be embedded near local stakeholders and partners)
Reports To	C-suite
Direct Reports	Capacity Building and Localisation Leads x 2
Deadline	31st December 2025

About INTDEV Connect

INTDEV Connect is a leading global management consultancy that partners with non-profits, social enterprises, grant-makers, and public and private sector organisations to maximise impact, secure funding, and drive digital innovation.

Since 2012, our diverse team of strategists, creatives, and technologists has helped clients turn challenges into opportunities. From strategic growth planning to digital transformation, we deliver end-to-end solutions that empower organisations to scale their influence, enhance operations, and future-proof their success.

Headquartered in London with a global reach and backed by 100+ years of collective expertise, we are committed to helping mission-driven leaders connect with opportunities, amplify their impact, and tell their stories with confidence.

Our Mission

- **Unlock Potential. Drive Impact. Deliver Results:** We work at the crossroads of strategy, technology, and social purpose to help private, public, and non-profit organisations grow and make a bigger impact. From digital products to AI, strategy to operations—we deliver insight and execution under one roof.
- **From Vision to Victory:** We don't just deliver services—we co-create success stories. Our approach blends deep sector expertise, rigorous analysis, and creative thinking to craft tailored solutions that work. From concept to completion, our end-to-end services meet our clients and partners where they are—and take them where they want to go.
- **Make things better by helping our clients do better:** No matter the sector, scale, or stage, we are a strategic partner for growth and impact.

Our Values

- **Integrity:** We are values-led, impact-oriented and ensure inclusion is woven into every aspect of our work
- **Courage:** We engage with empathy, collaborate with transparency, and approach challenges with openness
- **Accountability:** We take ownership of our work and deliver measurable improvements

Our EDI Statement: INTDEV Connect is an equal opportunity employer. We maintain a zero-tolerance policy toward discrimination of any kind—including age, race, gender identity, religion, disability, neurodiversity, sexual orientation, or any other protected characteristic—across all aspects of our business.



We take pride in fostering a workplace where every employee is valued, respected, and empowered to succeed. Our commitment extends to delivering accessible and inclusive services for all our clients and partners.

Role Overview

INTDEV Connect is seeking a transformative and empathic leader to architect and lead our global skilling and localisation agenda. This role is central to our mission of unlocking potential and driving impact by building the long-term capabilities of local and grassroots organisations, particularly in the Global South.

The CSkO will be INTDEV Connect's technical authority on capacity building and localisation, translating complex organisational challenges into sustainable, skill-based solutions. You will design and oversee programs that build the operational, financial, and programmatic muscle of local NGOs and CBOs, ensuring they are equipped to lead their own development journeys. The ideal candidate is a strategic leader with a proven track record in participatory capacity development, deep familiarity with the Grand Bargain commitments, and a passion for shifting power and resources to local actors. Experience operating in West and Central Africa or the Asia regions is essential.

Key Responsibilities

While responsibilities will vary based on client and organisational needs, core duties include:

1. Strategic Leadership in Localisation and Capacity Building

- Define and lead INTDEV Connect's technical vision and service offering in localisation and capacity building, ensuring alignment with global commitments and client needs.
- Spearhead the design and implementation of comprehensive localisation strategies, moving beyond rhetoric to tangible shifts in capacity, funding, and power.
- Oversee long-term programs that build the operational, financial, and programmatic resilience of local and national partners.

2. Skilling Frameworks and Curriculum Development

- Create, standardise, and continuously improve INTDEV Connect's capacity-building curricula and offerings, including training workshops, mentorship programs, and toolkits.
- Develop scalable skilling frameworks in key areas such as proposal writing, donor compliance, MEAL, financial management, and operational/logistical leadership.
- Ensure all training materials and methodologies are context-specific, accessible, and grounded in adult learning principles.

3. "INTDEV Gives" Strategic Input

- Contribute expert insight to the strategic direction of "INTDEV Gives", our CSR arm ensuring pro-bono and low-cost services are impactful and demand driven.
- Guide the development of skilling initiatives that effectively empower grassroots organisations and align with the mission of equitable resource transfer.

4. Stakeholder Learning and Collaboration

- Design and facilitate cross-learning ecosystems that connect INTDEV Connect's global experts, international partners, and local actors.



- Foster a culture of reciprocal knowledge exchange, ensuring that learning is bidirectional, contextually relevant, and sustainable.
 - Build and manage strategic partnerships with networks of local NGOs, CBOs, and skilling intermediaries.
- 5. Organisational and Governance Development**
- Lead the design and delivery of organisational and governance development initiatives that strengthen the internal systems, leadership structures, and decision-making processes of local and national partners.
 - Guide partners in developing robust governance frameworks, including strategic planning, board development, accountability mechanisms, and compliance structures that meet donor and regulatory standards.
 - Support clients in conducting organisational assessments and translating findings into practical, phased improvement plans that enhance autonomy, transparency, and long-term institutional resilience.

Core Competencies & Skills

- **Strategic Localisation:** Proven expertise in designing and implementing localisation strategies and operationalising Grand Bargain commitments.
- **Capacity Building Mastery:** Deep experience in designing and delivering participatory capacity assessments, training curricula, and long-term organisational development programs.
- **Organisational & Governance Development:** Demonstrated ability to strengthen organisational systems, leadership structures, and governance frameworks, including strategic planning, accountability mechanisms, and board or oversight capacity, ensuring partners meet donor, regulatory, and institutional standards.
- **Stakeholder Facilitation:** Exceptional ability to convene, facilitate, and build trust among diverse stakeholders, from community-based organisations to international donors.
- **Cross-Cultural Communication:** Superior skills in navigating diverse cultural contexts with humility, empathy, and effectiveness.
- **Programme Design:** Expertise in crafting skill-building programmes in key areas such as MEAL, financial management, governance, and donor compliance.
- **Collaborative Leadership:** Superior cross-functional skills to partner with:
 - CPGO & CIFO on embedding capacity building into funding proposals and innovative finance mechanisms.
 - CTO on integrating technology and digital tools into skilling initiatives.
 - CCO on articulating the impact and narrative of our localisation work.

Qualifications & Experience

- Advanced degree in International Development, Organisational Psychology, Education, Public Administration, or a related field.
- 15+ years of progressive experience in senior leadership roles designing and managing large-scale capacity building and localisation programmes, with a significant portion focused on the Global South.
- Deep, lived experience operating in West and Central Africa or the Asia Regions
- Proven track record in:



INTDEV Connect

- Translating localisation policy into practice, with demonstrable results in strengthening local actors.
- Designing and delivering training curricula and toolkits for diverse audiences, particularly in areas of organisational development.
- Managing complex, multi-stakeholder partnerships and learning networks.
- Contributing to strategic initiatives for corporate social responsibility (CSR) or pro-bono service arms.
- Familiarity with key donor capacity strengthening requirements and global development frameworks (e.g., SDGs, Grand Bargain).

Performance Metrics

- **Localisation Impact:** Number and depth of local partners reporting strengthened, measurable capabilities in operational, financial, and programmatic areas.
- **Skilling Reach:** Number of individuals and organisations trained through INTDEV Connect's capacity-building programs.
- **Framework Adoption:** Successful development, standardisation, and client uptake of INTDEV Connect's skilling curricula and toolkits.
- **Partnership Growth:** Number and quality of new strategic partnerships forged with local networks and CBOs.
- **"INTDEV Gives" Contribution:** Measurable impact and alignment of pro-bono services with the strategic skilling agenda.

Compensation & Benefits

For INTDEV Connect-Led Contracts:

- **Remuneration:** Compensation is structured on a per diem/contract basis, with daily rates typically ranging between US\$300 – US\$725, depending on contract value and location.
- **Hourly Rate Calculation:** If applicable, hourly rates are determined @ (Last drawn salary + 25% benefits) / Total billable hours.
- **Additional Allowances:** If applicable, travel expenses and Daily Subsistence Allowance (DSA) will be paid in accordance with INTDEV Connect's travel policy.

For Independently Led Consultant/Expert Contracts:

- INTDEV Connect applies a 5% administrative fee on the total contract value.

Join Us in Driving Transformational Change! To apply submit your CV (max 2 pages – 4 sides) and a short cover letter (1 page – 2 sides) to hr@intdevconnect.com