

## What we are looking for

A WYA leader possesses the skills, attitude, and behavior that will effectively lead the organization toward accomplishing its goals and fulfilling its mission. There are several core competencies that we expect from our staff:

### **An effective communicator**

Our staff engage with people from different cultures and stages of life. Effective communicators are not only skilled at clearly articulating complex ideas or training members, but are also empathetic; they make the effort to understand their audience in order to communicate and respond appropriately. Our most excellent staff have the ability to tailor their tone and craft their message with prudence. They are creative and confident in their ways to make their voices heard.

### **An efficient and organized leader**

Staff are responsible for managing the region and its members. This means that as staff, you are able to prepare a systematic plan and implement a system that will efficiently get the work done without requiring supervision. You possess a keen eye for detail and exercise foresight which allows you to provide for possible contingencies. You also know how to delegate tasks to your team without overworking them.

### **A well-grounded professional**

As staff, you value continual learning. You make the effort to enrich your knowledge about topics relevant to the youth and to our advocacy whether that be through self-study, attending workshops, immersions, research, or simply spending time with the people we aim to help. You actively gather insights about the youth of today—*who are they? What do they value? How do we reach them?*—and enrich your lectures by growing your knowledge about society and history.

### **A tech-savvy online citizen**

Engaging with the youth on a daily basis means being able to keep up with the latest technology and digital trends. As a staff, you are well informed and skilled in maneuvering various professional software (MS Office, Adobe, and other similar programs) as well as social media and *crowdfunding* platforms. You are able to maximize traditional and modern technology in order to achieve regional strategic goals.

### **An enthusiastic collaborator**

Solidarity is an essential principle in WYA. As both a leader and team member, you value other people's ideas and make the effort to help those who need more guidance. You possess the openness to learn from others and possess the patience to engage with different personalities within and outside the organization. You know how to put others first and how to make them feel valued and respected.

### **A discerning individual**

WYA is an organization that educates, mobilizes, and inspires the youth to advocate human dignity and to defend the person through policy and culture. As staff, you are expected to practice professionalism. You are able to present yourself well at all times, recognize the importance of accountability, honor commitments, and possess a strong sense of purpose that empowers others to do the same.

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## **Important Qualifications and Assessment for the Regional Director Vacancy**

We are looking for applicants who possess a bachelor's degree (preferably higher) and at least two years of previous work experience in management, business development, community development, and/or other related work. Having prior professional experience in fundraising and possessing familiarity with the North American Region region are an advantage. Interested applicants must be available to work full-time at the WYA Headquarters in New York City and must have completed (with excellent marks) the WYA Certified Training Program before the start date. Applicants will be evaluated through the application form and multiple competency-based interviews with WYA Staff.

### **Regional Director (WYANA)**

#### **Summary**

The position of Regional Director (RD) is an executive position. The RD reports to the President of World Youth Alliance and supervises the regional staff. The RD is responsible for the implementation of the regional strategic plan in accordance with the global direction of WYA.

The RD prepares an annual operational plan for the region and reports on regional progress through appropriate reporting mechanisms and during staff meetings. The RD is responsible for growing the region in the areas of new membership, membership engagement, chapter management, fundraising, and is responsible for maintaining and enriching relations with current members, donors, friends, and other key contacts of WYA. The RD also leads the region in advocacy work, with supervision from the Director of Advocacy and subject to the approval of the President. The RD represents WYA as stated in the vision, mission and charter.

## Responsibilities

- Manages the regional office and implements the regional strategic plan
  - a. Designs and implements an annual strategic plan with attainable goals in the areas of Membership, Education, Advocacy, Culture, and FEMM together with other regional staff, and in consultation with WYA stakeholders
  - b. Ensures that regional staff are meeting the goals and benchmarks outlined in the strategic plan
  - c. Oversees regional performance and seeks to address gaps and challenges to WYA's growth
  
- Manages regional programs and fundraising
  - a. Complies with deadlines for submission of proposals and progress reports to the President
  - b. Communicates regularly with the WYA President to discuss progress, difficulties and ideas
  - c. Screens intern applicants and oversees intern projects with the Regional Director of Operations
  - d. Oversees and supports the Regional Director of Operations in implementing the Certified Training Program, Human Dignity Curriculum, and fundraising efforts
  
- Represents WYA regionally and globally and spearheads regional expansion efforts
  - a. Manages external communications and public relations
  - b. Leads projects that increase membership numbers and improve membership involvement
  - c. Meets with donors, friends, and key contacts of WYA at the request of the President and CEO
  - d. Communicates regularly with chapters, committees, and active members to discuss involvement updates or ideas and to provide mentorship in pursuit of the WYA mission.
  - e. Actively promotes WYA through attendance and/or public speaking at conferences, seminars, youth events, and other engagements relevant to WYA
  - f. Secures and maintains a support base of contact/resource persons and organizations
  
- Spearheads advocacy campaigns and regional policy work
  - a. Keeps updated with regional issues and actively addresses policy-related concerns of members and the general public together with the regional staff and WYA Director of Advocacy
  - b. Raises awareness on issues relevant to WYA, subject to the approval of the WYA President