



Msichana Initiative

Job Profile : Executive Director

Job Location: Dar es Salaam, Tanzania

About Msichana Initiative

Msichana Initiative (MI) is a young women and feminist-led organization, working to advance Gender Equality through advocating for girls' right to education, as a result, contributing to creating a society where girls' rights are safeguarded, and girls enjoy recognition, dignity and excel to their fullest potential. We employ feminist approaches and principles in implementing core agenda of economic empowerment, inspiring activism and Sexual Reproduction Health Rights to inspire adolescent girls and female youth to shape their stories, build their agency and determine their own future.

Our niche is in working with girls and young women directly, advocacy for gender-sensitive legal frameworks and engagement with broader national and local women movements in catalyzing and sustaining feminist movement in Tanzania and beyond.

Our mission is to challenge systemic barriers, influence policies, and create spaces where young women can thrive as changemakers. Rooted in feminist principles, intersectionality, and collective leadership, our work is transformative, inclusive, and driven by the lived experiences of young women in Tanzania.

Executive Director Role

Overall Responsibility

Msichana Initiative is seeking a young Tanzanian woman leader to serve as its next Executive Director (ED). This is a unique opportunity for a dynamic, passionate, and visionary young feminist leader who understands the realities facing young women and girls in Tanzania and is committed to driving systemic change to realize Msichana's vision of safeguarding girls' rights and ensure girls enjoy recognition, dignity and excel to their full potential.

The ED will provide strategic leadership, oversee programmatic impact, strengthen financial sustainability, and lead a high-performing team. She will embody empathetic leadership, relational values, and integrity, ensuring that Msichana Initiative remains a bold, feminist, and youth-centered organization. The role will report directly to the Board.



Key Responsibilities

Overall Responsibilities:

- Lead Msichana Initiative with a clear vision, ensuring its work remains transformative, relevant, and impactful.
- Oversee the implementation of programs, advocacy efforts, and initiatives that challenge systemic inequalities faced by young women and girls in Tanzania.
- Build and sustain relationships with key stakeholders, including feminist movements, government agencies, donors, and grassroots organizations.
- Foster a culture of inclusivity, collaboration, and ethical leadership, centering young women's voices in all organizational decisions.

Specific Responsibilities:

1. Strategic Leadership & Organizational Growth

- Develop and implement a strategic vision that aligns with feminist values and the needs of young women in Tanzania.
- Ensure the organization remains at the forefront of gender justice and young women's leadership in Tanzania.
- Strengthen internal systems, governance, and sustainability strategies.

2. Programmatic Excellence & Impact

- Oversee the design and implementation of high-impact, evidence-based programs that address key issues affecting young women and girls.
- Strengthen the organization's monitoring, evaluation, and learning (MEL) frameworks to track progress and amplify impact.
- Leverage research and feminist knowledge production to influence policy and societal change.

3. Resource Mobilization & Financial Sustainability

- Develop and implement a fundraising strategy to ensure long-term financial sustainability.
- Strengthen relationships with donors, foundations, and development partners who align with Msichana Initiative's values.
- Ensure responsible financial management and transparency across all organizational operations.



4. Advocacy, Communications & External Engagement

- Position Msichana Initiative as a leading voice in feminist advocacy, policy change, and movement-building in Tanzania.
- Strengthen the organization's communications strategy to amplify young women's voices and highlight the impact of Msichana Initiative's work.
- Build strategic partnerships with civil society, government, and international organizations.

5. Team Leadership & Organizational Culture

- Lead with empathy, integrity, and relational values, fostering a workplace culture that is empowering, feminist, and inclusive.
- Support staff development, mentorship, and leadership growth within the team.
- Ensure that Msichana Initiative remains a safe, feminist, and values-driven space for young women leaders.

6. Governance & Compliance

- Work closely with the Board of Directors to strengthen governance structures and accountability.
- Ensure the organization complies with all legal, financial, and operational regulations in Tanzania.
- Uphold feminist principles and ethical decision-making in all aspects of leadership.

Who We Are Looking For

Key Competencies & Values:

1. Young Tanzanian Woman Leader: A passionate, bold, and values-driven feminist leader who deeply understands the experiences of young women in Tanzania.
2. Strategic Thinker: Ability to envision and drive systemic change while ensuring organizational growth.
3. Empathetic Leadership: Leads with care, emotional intelligence, and commitment to feminist principles.
4. Relational Leader: Strong ability to build partnerships, collaborate, and foster movement-building efforts.
5. Integrity & Accountability: Demonstrates high ethical standards, transparency, and commitment to justice.



Qualifications & Experience

- A young Tanzanian woman leader (under 35 years preferred) with a strong background in feminist leadership, advocacy, and movement-building.
- A minimum of 5-7 years of leadership experience in gender justice, women's rights, or social justice work.
- Proven experience in strategic leadership, program management, and feminist advocacy in Tanzania.
- Strong track record in resource mobilization, financial management, and partnership-building.
- Exceptional communication, public speaking, and movement-building skills.
- A deep understanding of gender equality policies, intersectionality, and the feminist movement in Tanzania.
- A Bachelor's degree in Law, Gender Studies, Public Policy, International Development, or a related field (a Master's degree is an added advantage).
- Ability to engage in Kiswahili and English

Terms and conditions

Msichana Initiative offers an attractive, competitive salary and benefits package.

How to Apply

Msichana Initiative is committed to feminist values and principles. We strongly encourage young Tanzanian women to apply, particularly those with lived experiences of the challenges our work seeks to address.

Interested candidates should submit their application - CV, cover letter which includes a one-pager on ***"Your vision for feminist leadership in Tanzania"***, and three references to **Recruitment@msichana.or.tz** with the subject line **"Executive Director Application – Msichana Initiative" by 27th May, 2025**

Only Shortlisted candidates will be contacted and invited to an interview by early June 2025.

