



Strategic People Partner, Africa

April 2025

About CAMFED

[CAMFED \(Campaign for Female Education\)](#) is a pan-African movement revolutionizing how girls' education is delivered. Through a gold standard system of accountability to the young people and communities we serve, we have created a model that radically improves girls' prospects of becoming independent, influential women. We're a grassroots-led movement tackling poverty, inequality and injustice through girls' education and women's leadership.

People and Culture Team

The People and Culture Team is in early formation, and we are on a journey of transformation. We have the ambition to revolutionize our approach to people and culture capitalizing on the strong foundational culture in place at CAMFED. Together we are pioneering humanity in the workplace. We are in the stages of introducing Business Partnering into the organization.

The Role

Role:	Strategic People Partner, Africa
Location:	Zimbabwe, Zambia, Tanzania, Ghana, Malawi or Kenya
Salary:	Competitive
Contract:	2 years - with potential for renewal (Hybrid Working)



Job Summary

Reporting to the Chief People & Culture Officer and working closely with the Executive Director for Africa, Country Executive Directors and a range of leaders across CAMFED you will champion the partnering approach across the continent. You will be enabling our managers in national offices to position CAMFED to continue to influence the lives of girls and women whilst also affecting systems change in Zimbabwe, Malawi, Ghana, Tanzania and Zambia, as well as supporting expansion into new territories.

You will introduce strategic partnering across all our African entities, working with teams, managers, other partners and stakeholders to help build organisation and people capability. You will be expected to support the People and Culture team to embed People Partnering (Business Partnering) principles into our work developing an understanding of CAMFED, its strategy and clients whilst developing a deep understanding of the challenges faced in the different contexts.

A key piece of work will be to begin partnering on organization design and development to support the delivery of our Investment Plan which sets out our bold ambitions to 2030.

Responsibilities

Specific Accountabilities

- In collaboration with others deliver on the People and Culture Strategy which is grounded in our organisational strategy.
- Support us to shift the perceptions of the People and Culture Service.
- Introduce and embed a partnering approach - be the point person in your area, partnering with leaders across the continent to support them in addressing their people's challenges and opportunities.
- Partner with senior leaders to review organization design and development at local/team levels.
- Build partnering understanding across the organization clarifying the roles of managers/leaders and coaching leaders as appropriate.
- Build partnering capability within the People and Culture team.



Experience and Attributes

Essential

- A belief that our role as a People and Culture service is to support our people to flourish so as to best serve our clients.
- Significant experience as a Strategic People Partner (HRBP).
- A strong belief in sharing learning and building internal capability.
- Business acumen – ability to demonstrate an understanding of the impact of the latest economic and financial news on an organization.
- Listening – the ability to be truly present and attentively listen to what is said, not said and how it is expressed.
- Inquiry skills – the ability to skillfully select questions to broaden, narrow or deepen a conversation. Confident in challenging others to get to the root of people and organizational issues.
- Ability to navigate organizational politics sensitively and with skill.
- Strategic thinker – ability to dedicate time to thinking big picture and identifying longer term priorities.
- Proactive approach, self-motivated and enthusiastic.
- Ability to work autonomously and use initiative.
- Able to work effectively with multiple timelines and deliverables.
- Data analytics – ability to make sense of data being generated.
- Global outlook – ability to work across globally diverse, cross-organizational teams.
- Agility and adaptability – the ability to change course as necessary and spot opportunities and threats and act to implement change as appropriate.
- Organizational development mindset – thinking systematically and systemically about relationships, groups and culture as well as capability.
- Wellbeing – focusing on safety and wellness of self and others.
- Experience of working across Sub-Saharan Africa.

The duties and responsibilities in this role profile are not exhaustive and are subject to change in accordance with the needs of the organization. A job profile needs to be flexible enough to allow us to be adaptive as an organisation.



CAMFED Values

The post holder is expected to live the CAMFED values which are:

- Focus on the girl as client
- Partner with the Community
- Be transparent and accountable

[Our CAMFED Principles](#) are featured on our website

People and Culture – Our Guiding Principles

- Mirroring CAMFED's Client Model
- People First
- Agile and Emergent
- Globally oriented/locally grounded
- Growth through learning

CAMFED is committed to providing equality of opportunity and valuing diversity for all current and prospective staff, volunteers and Board members. We aim to ensure that this commitment, reinforced by our values, is embedded in our day-to-day working practices.

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the "Apply" button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process. The cover letter should be no more than 2 pages and outline how your experience and your leadership position you to excel in this role and support CAMFED to increase its impact.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy)-Organisation e.g., Pat-Jones-CV-0425-CAMFED or Pat-Jones-CoverLetter-0425-CAMFED.



Timeline

Closing Date: 18th May 2025

The interview process will involve:

- A panel interview with various stakeholders (23rd-27th June),
- Followed by an assessment activity with a group of managers,
- And an informal chat with a cross section of staff from across the CAMFED Consortium, so that you can get an insight into what it is like to work at CAMFED.

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Inclusivity Statement

At CAMFED, we are committed to fostering an inclusive workplace where all team members are treated with respect, valued for their unique contributions, and supported in their professional growth. We strive to create an environment where every individual feels they belong and are enabled to thrive.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at amuchemi@oxfordhr.com in the first instance.

About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions. Learn more at: oxfordhr.com